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Vacations with Pay in Canadian Industry (p. 1103)

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manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

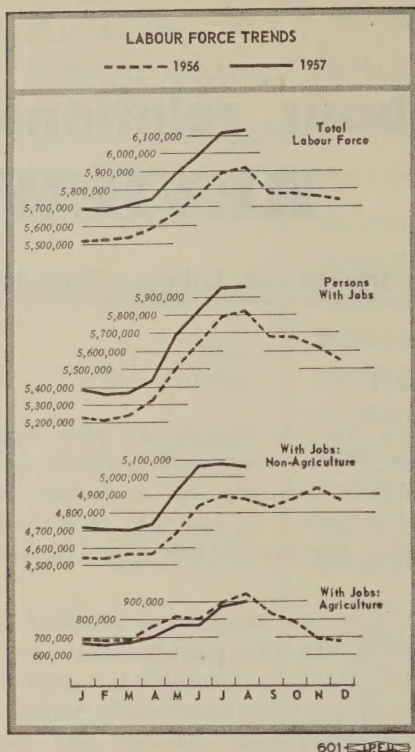
Current Manpower Situation

EMPLOYMENT increased further during August, though the gain was smaller than is usual at this time of year. Poor harvesting conditions, an early shutdown for retooling in the automobile industry and a decline in forestry were the more important causes of reduction in the rate of hiring. The labour force continued to expand seasonally, keeping unemployment higher than a year ago.

The increase in the labour force in the past few months has moderated considerably after the extremely rapid rise in the first part of the year. In fact, after allowance for seasonal variations, little or no change has occurred in the total between the mid-points of the second and third quarter. In August, however, the year-to-year increase was still more than 200,000, and the average rate of growth so far this year is considerably greater than in most postwar years. The record expansion of manpower resources is largely the result of increased immigration, which is partly responsible for the high proportion of the adult population participating in the labour force. In August, this ratio was 55.4 per cent, the highest in the past ten years.

Employment rose during August to 5,957,000, slightly more than 2 per cent above the year-earlier figure. In this series, too, there has been a distinct levelling-off in the past three months, in contrast to a moderate increase in the second quarter. Continued strength was evident in construction, but in most of the other main industry groups employment either fell or rose less rapidly than usual.

One of the important influences contributing to the reduction in expansion of employment was the unfavourable effect of weather on harvesting operations. Crops in eastern Canada were reduced by drought earlier in the summer and suffered considerable damage from excessive rain during August and early September. In western Canada, yields were reduced and harvesting operations delayed by heavy rainfall throughout the month. As a result, the seasonal movements of farm workers have been much smaller than usual. The government-assisted excursion of harvest workers to western Canada amounted to only about 20 per cent of last year's figure, and arrangements that had been made to bring in workers for the tobacco harvest in Ontario were cancelled.



Employment in forestry declined in August, a month when it usually expands. Part of the weakness stems from the reduced demand for lumber, the effect of which has been most noticeable in the lumbering districts of British Columbia, Ontario and New Brunswick. In British Columbia the latest figures show a year-to-year decrease of 20 per cent in logging. In eastern Canada a number of pulpwood producers have announced that high inventories combined with some decrease in mill production made necessary a smaller pulpwood cut this winter. It is generally expected that the reduced cut will affect the duration of woods employment this winter, although undoubtedly the number of workers employed will also be smaller. Early reports show that the seasonal rise in woods employment has been delayed in many pulp cutting areas.

A third development contributing to a slowdown in employment is the reduced output in many metal-producing and metal-using industries. Mining employment has declined despite continued strong gains in uranium and oil development. The prolonged strike in the aluminum industry, now settled, noticeably reduced employment in and output of non-ferrous metals. Manufacturers of mining and pulp and paper machinery, of pipe and other steel products, and of railway rolling stock and agricultural equipment have reported a falling-off in orders. The automobile industry shut down at the beginning of the month, about two weeks earlier than last year; production in the first eight months of the year was about 7 per cent lower than in the same period in 1956. The shutdown was accompanied by temporary layoffs in supplying plants. All of these factors contributed to reducing the employment gain in manufacturing to less than 1 per cent in August, compared with an average increase of 2 per cent in the same period of the past three years.

The changing pace of activity in these industries has been reflected in the number of hours worked. In manufacturing, the length of the work week dropped fairly steadily through the first half of 1957. At the beginning of July average weekly hours were 40.6, down from 41.2 a year earlier. The decline occurred in almost all manufacturing groups, with decreases of an hour or more in the manufacture of tobacco, rubber and leather products, machinery and iron castings. Exceptions to the general trend included fabricated iron and steel products, aircraft, petroleum products and chemicals, all of which showed an increase in hours over the year. Among non-manufacturing industries, hours in metal mining and construction were higher than last year.

In the construction industry, hours of work and employment have shown a continued strong rise this summer. At the beginning of July the average work week was 1.6 hours longer than a year earlier in roadbuilding and 0.4 hours longer in building and engineering construction. Recently, residential construction, which has been the major weakness of the industry this year, recorded a moderate recovery. In August, the number of units started in centres of over 5,000 population rose to an annual rate of 84,000, seasonally adjusted, which is just under the 1956 annual total. The volume of residential construction in progress was still lower than in the same period last year owing to the drop in housing starts earlier this year.

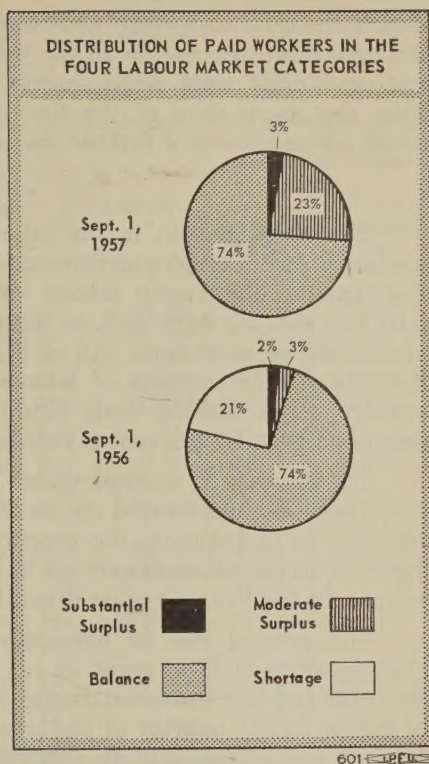
In addition to the upturn in housing, the demand for construction labour has been strongly supported by the high level of activity in industrial and institutional building, highway construction and the many engineering projects in progress. In July, construction employment was over the half-million mark for the first time; in August it rose to an estimated 520,000, and the margin over last year increased to 8 per cent.

* * *

The change from a general rise in the employment trend during the first half of the year to stability in the past three months followed a similar trend in output. The second-quarter National Accounts reveal that in the first half of 1957 the rate of output, seasonally adjusted, was virtually unchanged from the last quarter of 1956; during this period, employment continued to rise. This divergence between output and employment was caused in large part by a drop in agricultural output.

The Gross National Product in the second quarter was estimated to be \$30.7 billion (seasonally adjusted annual rate), unchanged from the first quarter. This stability in the aggregate covers some notable offsetting movements in the components. Expenditures on consumer non-durables declined by 8 per cent; lower sales of automobiles was one of the more important causes. Total consumer expenditures were maintained by a continued rise in outlays on non-durable goods and services, though the rate of increase in these was smaller than in previous quarters. Imports declined for the first time in almost three years, but exports decreased even more, mainly because of lower shipments of grain; the contribution of international trade to total output was therefore negative.

Government expenditures showed a gain of 5 per cent, mainly at the municipal and provincial level. One of the largest increases in expenditure



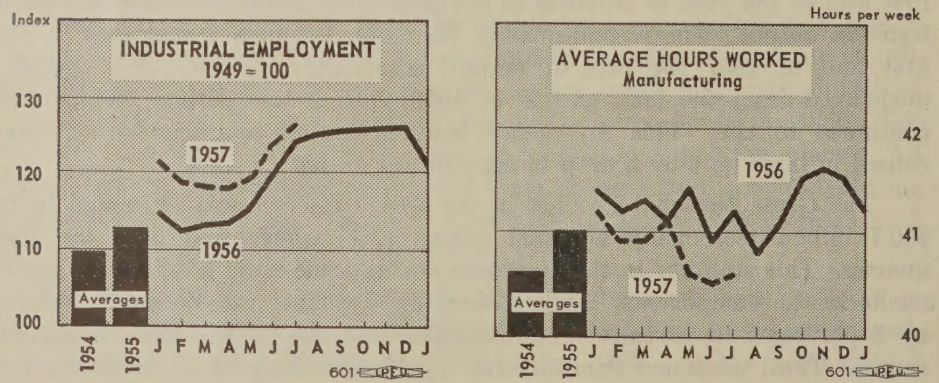
during the quarter was on non-residential construction, which recovered from the slow downturn earlier in the year. Investment outlays on new machinery and equipment were down sharply. Although new housing starts recovered from the sharp drop of the first quarter, total expenditures on residential construction showed a further decline.

* * *

The rapid growth in the labour force earlier this year, and the more moderate rise in employment resulted in a considerable rise in unemployment. For example, the August labour force survey estimates show 174,000 without jobs and seeking work and, in addition, some 17,000 laid off for a full week and 32,000 on short time. All of these estimates are substantially higher than last year, when supplies of labour were very scarce in many parts of the country. The seeking-work figure was 2.8 per cent of the labour force compared with 1.7 per cent a year earlier.

The increase in unemployment has been very general across the country, with perhaps a more rapid rise in Ontario and British Columbia than in other regions. In mid-August the proportion of the labour force unemployed was higher than the national average in British Columbia, Quebec and the Atlantic region. In the Prairie region it continued to be well below the other regions.

The general rise in unemployment is reflected in the labour market classifications of local areas and it is at this level that the contrast between this year and last is most striking. At September 1, 1956, there was a shortage of labour in one-quarter of the labour market areas in the country, including four of the eleven largest centres. This September there were no labour shortage areas and one-quarter of the total had a labour surplus, including four of the largest centres. Two areas, Windsor and Oshawa, were in the substantial labour surplus as a result of the temporary shutdown of motor vehicle production.



Current Labour Statistics

(Latest available statistics as of September 10, 1957)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	August 24	6,131,000	+ 0.3	+ 3.5
Total persons with jobs.....	August 24	5,957,000	+ 0.1	+ 2.3
At work 35 hours or more.....	August 24	5,186,000	+ 2.0	+ 1.8
At work less than 35 hours.....	August 24	357,000	- 2.5	+12.6
With jobs but not at work.....	August 24	414,000	-16.9	+ 0.2
With jobs but on short time.....	August 24	32,000	-23.8	+77.8
With jobs but laid off full week.....	August 24	17,000	+21.4	+41.7
Persons without jobs and seeking work.....	August 24	174,000	+ 6.7	+68.9
Persons with jobs in agriculture.....	August 24	900,000	+ 2.3	- 4.9
Persons with jobs in non-agriculture.....	August 24	5,057,000	- 0.2	+ 3.7
Total paid workers.....	August 24	4,647,000	+ 0.4	+ 3.2
Registered for work, NES (b)				
Atlantic.....	August 22	25,700	-11.1	+46.9
Quebec.....	August 22	70,300	- 9.8	+40.9
Ontario.....	August 22	98,800	+ 9.4	+47.0
Prairie.....	August 22	24,500	-14.6	+39.2
Pacific.....	August 22	29,500	- 6.1	+64.8
Total, all regions.....	August 22	248,800	- 3.3	+46.3
Claimants for Unemployment Insurance				
benefit.....	August 1	205,779	+ 0.6	+48.6
Amount of benefit payments.....	July	\$13,799,832	- 3.9	+74.1
Industrial employment (1949 = 100).....	July 1	126.5	+ 2.3	+ 1.9
Manufacturing employment (1949 = 100).....	July 1	118.3	+ 1.4	+ 0.3
Immigration.....	1st 3 mos.	62,460	—	+229.4(c)
<i>Strikes and Lockouts</i>				
No. of days lost.....	August	187,450	—	+ 5.9(c)
No. of workers involved.....	August	14,532	—	-18.8(c)
No. of strikes.....	August	42	—	+ 3.7(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	July 1	\$68.31	+ 0.7	+ 5.8
Average hourly earnings (mfg.).....	July 1	\$1.61	+ 0.2	+ 5.4
Average hours worked per week (mfg.).....	July 1	40.6	+ 0.2	- 1.5
Average weekly earnings (mfg.).....	July 1	\$65.37	+ 0.4	+ 3.9
Consumer price index (av. 1949 = 100).....	August 1	122.6	+ 0.6	+ 2.9
Real weekly earnings (mfg. av. 1949 = 100)....	July 1	128.5	+ 0.2	+ 0.9
Total labour income.....\$000,000	June	1,325	+ 4.3	+ 9.1
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	June	297.0	+ 2.4	- 0.6
Manufacturing.....	June	296.0	+ 2.7	- 2.4
Durables.....	June	348.0	+ 0.8	- 6.2
Non-Durables.....	June	262.8	+ 4.3	+ 1.0

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, February *Labour Gazette*.

(b) See inside back cover, February *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Labour-Management Relations

The Bargaining Scene

THIRTY-FOUR major collective agreements, covering bargaining units of 1,000 or more employees, were under negotiation or scheduled to expire during the period August 1 to October 31; the bargaining status of these contracts at mid-September is indicated in the chart on the opposite page. More than three-quarters of the contracts subject to negotiation during the current period have been open for two months or longer.

Between August 15 and September 15, a total of 12 agreements was signed; half of these had been under re-negotiation for more than five months. The month's settlements were marked by the conclusion of a four-month strike at the Arvida, Que., plant of the Aluminum Co. of Canada, Limited. Major settlement terms in the Arvida agreement include wage increases totalling 45 cents per hour, spread over a three-year period, a reduction of the work week from 42 to 40 hours, and the introduction of a supplemental unemployment benefit plan. In addition, the company has undertaken to pay within two years identical wage rates in the four smelters it operates in Quebec; individual contracts covering workers at each of these plants will expire within a nine-week interval. Also included in the Arvida contract is a provision for the introduction of a job evaluation scheme, with participation in its planning by both the company and the union.

A new contract was signed during the month affecting 11,000 employees of the Ontario Hydro-Electric Power Commission, represented by an affiliate of the National Union of Public Service Employees; no details of the settlement were available at the time of publication.

At September 15, 22 agreements remained open for negotiation. Of these, nine were undergoing conciliation, including contracts covering construction workers in Hamilton, Toronto and various B.C. centres, West Coast pulp mill employees, and workers in aircraft manufacturing plants in the Toronto area. A conciliation board has been appointed to hear contract negotiations between the

TABLE 1.—MAJOR TERMS OF CONTRACTS SETTLED BETWEEN JANUARY 1 AND JULY 15, 1957*

	Current Agreements	Previous Agreements
Term of agreement		
1 year or less.....	20	31
More than 1 year.....	29	18
Union security		
Union shop.....	10	6
Other form.....	17	12
Weekly hours		
40 or less.....	32	26
More than 40.....	8	14
Paid statutory holidays		
Seven or less.....	11	12
Eight or more.....	28	26
Third week vacation		
After less than 15 years' service...	15	4
After 15 years' service.....	12	14
After more than 15 years' service...	4	3
Fourth week vacation.....	15	6
Saturday rate		
Time and one-half.....	18	19
More than time and one-half.....	9	6
Sunday rate		
Time and one-half.....	6	7
More than time and one-half.....	27	20
Supplemental unemployment benefit plan.....	3	1
Severance pay.....	4	2
Pension plan.....	17	14
Group hospital-medical plan.....	23	12
Cost-of-living escalator.....	3	3

* Bargaining units of 1,000 or more employees.

United Steelworkers of America and the Aluminum Co. of Canada, Limited, at Kitimat, B.C.

THE BARGAINING SCENE SEPTEMBER 15, 1957

Bargaining Units of 1,000 or More Employees,

August 1 to October 31, 1957

In Negotiations and Terminating in Period: 34 agreements, 80,500 workers

Bargaining carried over from July: 27 agreements, 69,500 workers

Terminating in period August 1—Oct. 30: 7 agreements, 11,000 workers

Settlements Achieved, Aug. 15—Sept. 15: 12 agreements, 36,400 workers

Major Terms of Settlements (preliminary information)

•Wages and Duration—

3 agreements, covering 8,100 workers, are effective for one year or less; 2 of these provide wage increases ranging from 5 to 15 cents an hour.

6 agreements, covering 9,100 workers, are effective for periods ranging from 20 months to 2 years, with most wage increases spread over the length of the contract.

1 raises monthly salaries by an average 6.7 per cent;

3 provide wage increases ranging from 5 to 15 cents an hour;

2 provide increases totalling more than 25 cents an hour.

2 agreements, covering 8,200 workers, are effective for 3 years; these provide wage increases ranging from 30 to 45 cents an hour, spread over the length of the contract.

(Details not available for 1 agreement covering 11,000 workers.)

•Hours of Work—

Reduced from 45 to 42½ under 1 agreement covering 1,000 workers; reduced from 42 to 40 under 1 agreement covering 6,800 workers.

•Vacation—

2 agreements, covering 7,000 workers, improve vacation clauses.

•Statutory Holidays—

1,400 workers under 1 agreement to receive 1 additional day.

•Welfare Benefits—

1 agreement, covering 1,700 workers, introduces a group health and welfare plan; 2 agreements, covering 12,800 workers, provide for increased company contributions to group health and welfare funds.

•Supplemental Unemployment Benefits—

1 agreement, covering 6,800 workers, introduces a SUB plan.

•Union Security—

2 agreements, covering 2,600 workers, introduce a modified union shop; 1 agreement, covering 1,200 workers, provides a compulsory check-off.

1 agreement, covering 6,800 workers, was reached after strike action.

Negotiations Continuing at September 15: 22 agreements, 44,100 workers

Bargaining in progress: 7 agreements, 12,300 workers

Conciliation in progress: 9 agreements, 22,400 workers

Post-conciliation: 2 agreements, 2,400 workers

Arbitration in progress: 2 agreements, 3,500 workers

Work stoppages: 2 involving 3,500 workers

Other Agreements Terminating in Period: Nil.

A contract dispute between the Toronto Builders' Exchange and the United Association of Plumbers resulted in a strike which began late in August and remained in effect at the middle of September.

Contract Provisions

In the period January 1 to July 15, 1957, 62 major contract settlements each affecting a thousand or more workers were reported. The agreements reached in 49 of these settlements are now available for analysis.

The wage increases reported in the agreements show less concentration than those analysed in May (L.G., May, p. 518). However, in agreements of one year's duration the settlements fell largely within the range of 5 to 15 cents an hour. In longer term agreements, which provide for deferred increases over the term of the agreement, 16 of the settlements covering much more than half of the workers affected by such agreements were for amounts totalling more than 15 cents.

With respect to vacations, the number of years of service required to qualify for the third week of vacation appears to have dropped. In fact, almost one-third of the 49 agreements now provide for a third week of vacation after less than 15 years' service. The fourth week of vacation has received greater attention in the current agreements and 15 contracts now provide the longer vacation period, usually after 25 years' service.

The trend of settlements continues to favour agreements of longer duration than one year, although the proportion of such agreements is less in the present analysis than in that of last May. The 40-hour week has been introduced in a number of these agreements. Supplemental unemployment benefit plans and cost-of-living escalator clauses appear to have played a relatively unimportant role in the settlements so far this year.

TABLE 2.—WAGE INCREASES IN SETTLEMENTS—JANUARY 1—JULY 15, 1957*

(Revised figures for 49 agreements covering 165,800 workers)

Total Wage Increase per Hour	One-Year Agreements		Longer-Term Agreements	
	Agreements	Workers Covered	Agreements	Workers Covered
0—4.9 cents.....	1	1,200	1	1,700
5—9.9 cents.....	9	47,800	6	13,800
10—14.9 cents.....	8	50,000	6	9,000
15—19.9 cents.....	1	1,800	3	4,000
20—24.9 cents.....	1	2,500	3	15,900
25 or more cents.....	—	—	10	18,100
	20	103,300	29	62,500

* Bargaining units of 1,000 or more employees.

Manpower Situation in Local Areas

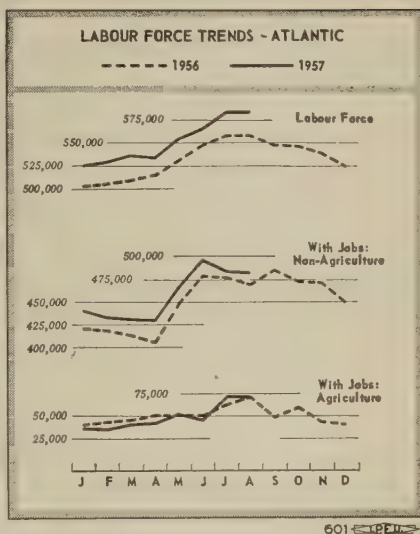
ATLANTIC

TOTAL employment changed very little in the Atlantic region during August as a seasonal peak in labour demand was reached early in the month. Persons with jobs at August 24 were estimated at 553,000, some 2,000 fewer than a month earlier but 10,000 more than a year before. Resumption of work at the Acadia Coal Company's MacBearn Mine in New Glasgow resulted in the rehiring of 250 workers during the month. Staff reductions in other industries more than offset this gain, however. Permanent layoffs occurred at Milltown, N.B., following the closure of the textile co-operative plant; approximately 450 workers were affected by the shutdown. At the same time, Eastern Car Company Limited at New Glasgow announced additional temporary layoffs, though the workers were expected to be recalled in September when production of a new order gets under way. Confectionery plants and canneries showed the usual employment expansion during the month.

Unemployment in the region remained substantially higher than last year, largely because of reduced activity in construction and forestry. The most recent information available shows that construction employment was about 25 per cent lower this year than last in both New Brunswick and Newfoundland. The main reasons for this decline are the completion of projects such as the hydro-electric power development at Beachwood, N.B., and the housing development for the Air Force at Chatham, N.B., and a reduction in labour requirements at the Gagetown Army site and at the northern defense sites in Newfoundland. In the region as a whole residential construction has been lagging far behind last year and there was some evidence of a further decline in August.

Forestry employment held up fairly well in Newfoundland during the first six months of the year but declined more than seasonally during the month under review as a result of a reduction in pulpwood cutting by the Anglo-Newfoundland Development Co. Ltd. The full effects of the reduction (estimated by the company to be as much as 120,000 cords or close to one-third of last year's total) will not be felt until later this year. Stockpiles of pulpwood were reported to be large enough to ensure steady production of newsprint.

Employment in forestry continued to show a year-to-year decrease in New Brunswick, mainly because of reduced demand for lumber. On the domestic market, lumber sales were lower in the first seven months of 1957 than last year owing to the decline in residential construction. The export market for lumber was also considerably weaker than last year with lower prices than in 1956.



CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER 1, 1957

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Windsor	HAMILTON Quebec-Lévis Vancouver-New Westminster	Calgary Edmonton Montreal Ottawa-Hull ST. JOHN'S Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	OSHAWA	Brantford Cornwall Lac St. Jean Moncton New Glasgow Peterborough Rouyn Val d'Or Saint John Shawinigan Falls Sherbrooke Trois Rivières	Corner Brook FARNHAM-GRANBY Fort William- Port Arthur Guelph Halifax JOLIETTE Kingston Kitchener London Niagara Peninsula Sarnia Sudbury Sydney Timmins- Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Chatham Thetford-Megantic- St. Georges	Barrie Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)		Bathurst Central Vancouver Island Campbellton Gaspé LINDSAY Montmagny Newcastle Rimouski St. Stephen Victoriaville	Beauharnois Belleville-Trenton Bracebridge Brampton Bridgewater Chilliwack Cranbrook Dauphin Dawson Creek Drumheller Drummondville Edmundston Fredericton Galt Goderich Grand Falls Kamloops Kentville Lachute-St. Thérèse Listowel Medicine Hat North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George Prince Rupert Quebec North Shore Sault Ste. Marie Simcoe STE. AGATHE- ST. JÉRÔME St. Hyacinthe Sorel St. Jean St. Thomas Stratford Summerside SWIFT CURRENT Trail-Nelson Truro Valleyfield Walkerton WEYBURN Woodstock-Ingersoll Woodstock, N.B. Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

Despite the weaknesses in construction and forestry, total employment in the region during August showed a moderate increase over a year ago. The principal gains occurred in the trade and service industries. Manufacturing employment showed little year-to-year change but was considerably higher than in 1955.

Only one of the 21 areas in the region was reclassified during the month, from the moderate surplus to the balanced category. At September 1 the area classification was as follows (last year's figures in brackets): in moderate surplus, 7 (0); in balance, 14 (20); in shortage, 0 (1).

Local Area Developments

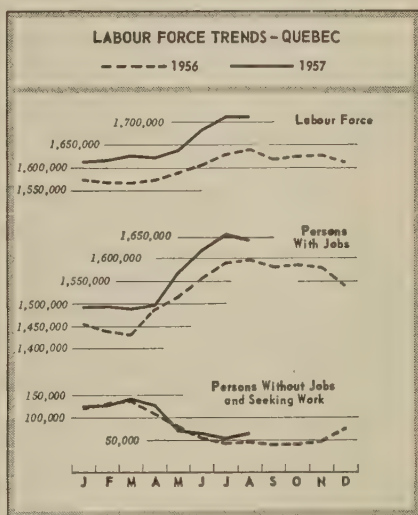
St. John's (metropolitan). Reclassified from Group 2 to Group 3. Unemployment decreased during August but remained considerably higher than a year ago. Street and highway construction were curtailed during the month as a result of a strike at Concrete Projects Ltd., suppliers of asphalt.

QUEBEC

ECONOMIC activity showed signs of levelling off in both agricultural and non-agricultural industries in Quebec during August as slackness in the seasonal industries, vacations, and the results of bad weather in the early summer coincided. At August 24, persons with jobs were estimated at 1,643,000, some 12,000 fewer than a month before but 45,000 more than a year earlier. Unemployment remained higher than last year and job vacancies on file at NES offices were nearly 50 per cent fewer than a year ago.

While the prospects were good for the grain harvest, a smaller hay harvest than last year's and a much reduced tobacco crop lessened the demand for workers in agriculture so that the movement of farm labour from the region was much smaller than last summer. The summer wood cut was almost completed and camps were opening for the winter, but wood quotas are smaller this year and fewer men are in the woods.

Although employment in the construction of roads and bridges was below last year's record level, employment in the building and engineering sector showed a year-to-year increase of 10 per cent at July 1. During August, employment in construction rose with an increase in housing starts; registrations of construction workers at NES offices dropped during the month but were still higher than a year ago. In primary textiles, employment was steadier than a month earlier and, vacations apart, the manufacturing industries generally were very active. On the basis of year-to-year comparisons at July, employment showed particular strength in the manufacture of iron and steel products, transportation equipment (gains have been constant in



the aircraft industry), electrical apparatus and chemical products. However, employment was lower than last year in mining, textiles, and wood and paper products.

Three labour market areas in the region were reclassified during the month. At September 1, the 24 areas in the region were classified as follows (last year's figures in brackets): in moderate surplus, 11 (1); in balance, 13 (23).

Local Area Developments

Montreal (metropolitan). Remained in Group 3. Registrations for work at NES offices declined substantially during the month but remained much higher than a year ago in construction, transportation and metal-working occupations and in the manufacture of electrical and transportation equipment. Registrations from clothing workers were slightly lower than last year, reflecting a strong seasonal recovery in the manufacture of clothing. In the port, shipping was less active than last year, owing to a reduction in grain movements. Railway equipment plants were extremely busy and prospects were better in this industry than a month ago.

Quebec-Lévis (metropolitan). Remained in Group 2. Registrations declined less than seasonally during the month, remaining well above last year's. A pulp and paper mill and a cotton mill were on short time. A layoff occurred, and more were anticipated, at a shipyard. The failure of the tobacco crop affected farm employment in Lévis. Logging activities were below last year's level.

Farnham-Granby (major industrial). Reclassified from Group 2 to Group 3. Registrations dropped sharply to a level slightly under last year's. Employment rose in the manufacture of clothing and in construction. Canning factories were operating at capacity.

Joliette (major industrial). Reclassified from Group 2 to Group 3. Textile plants were operating at capacity and registrations in textiles (both primary and secondary) showed a decline during the month.

Ste. Agathe-St. Jérôme (minor). Reclassified from Group 2 to Group 3.

ONTARIO

EMPLOYMENT in Ontario increased slightly during August. The number of persons with jobs at August 24 was estimated at 2,193,000, an increase of 7,000 from last month and of 42,000 from last year. Employment in agriculture rose by 14,000 but was partly offset by a decline in the non-agricultural industries. Ontario's share of total unemployment increased over the year, but as a proportion of the labour force unemployment in the province was considerably lower than the national average. The decline in non-agricultural employment was due mainly to extensive seasonal layoffs in the automobile and allied industries, which almost tripled the number of automotive workers registered with the NES offices. Conditions in the steel industry varied. The drop in production of automobiles, railroad rolling stock, farm implements and other heavy industrial machinery caused a further reduction in primary steel output. On the other hand, production of fabricated and structural steel, stimulated largely by industrial and commercial construction, continued at a high level. The slow movement of grain from the Great Lake terminals adversely affected employment in Lake shipping. Con-

struction employment increased slightly and was much higher than last year. While the high level of construction activity was due essentially to non-residential construction, the number of housing starts during July indicate an impending improvement in residential construction, particularly in larger areas. The approaching fall season gave the secondary textile industry some new impetus. Light manufacturing showed a slight improvement and feed mills and meat packing plants were operating at near capacity.

Agricultural employment increased seasonally, but heavy hail damage to the tobacco crop greatly reduced the anticipated demand for extra farm labour and resulted in the cancellation of the usual annual movement of harvest workers from outlying areas to southern Ontario. Unfavourable weather also affected part of the canning industry.

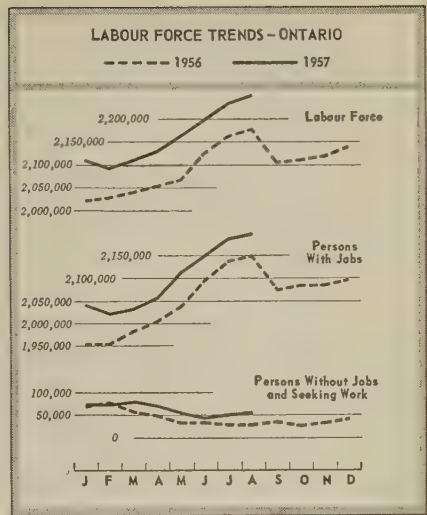
Three areas were reclassified during the month. At September 1, the classification of the 34 areas in the region was as follows (last year's figures in brackets): in substantial surplus, 2 (1); in moderate surplus, 6 (2); in balance, 26 (23); in shortage, 0 (8).

Local Area Developments

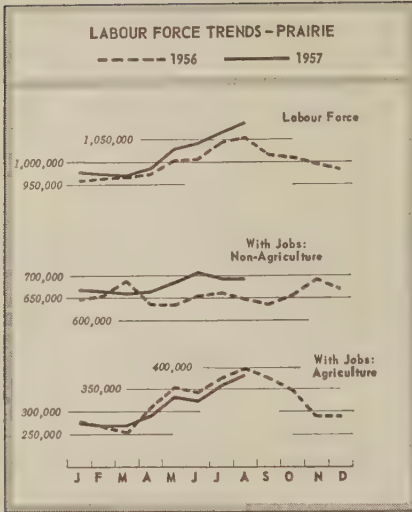
Metropolitan Areas: *Hamilton*—Reclassified from Group 3 to Group 2. Curtailment in production of primary iron and steel and railroad rolling stock and small seasonal layoffs in the rubber and textile industries brought the area into the moderate surplus group. Employment in the automotive industry remained seasonally low. Heavy damage to the tobacco crop reduced employment opportunities in agriculture. The construction industry improved considerably with prospects of steady employment in the months ahead. *Ottawa-Hull*—Remained in Group 3. Unemployment continued to decline, owing mainly to increased construction activity. Sawmills were working at capacity but activity in other wood products plants remained at a somewhat reduced level. *Toronto*—Remained in Group 3. A further slight decline occurred in unemployment. Light manufacturing, especially secondary textiles, showed increased seasonal activity. Heavy industry, with the exception of steel products and farm implements, continued active. Experienced industrial machine operators were in short supply. *Windsor*—Remained in Group 1. The closing of automobile manufacturing plants for model change-over and extended annual vacations resulted in extensive layoffs in this industry as well as in most feeder plants. Hail and heavy rains reduced the demand for farm labour. Construction employment showed some improvement.

Oshawa (major industrial). Reclassified from Group 2 to Group 1. A layoff of more than 5,000 automobile workers as a result of model change-over caused a substantial labour surplus. Work on the new model is expected to begin during the second half of September.

Lindsay (minor). Reclassified from Group 3 to Group 2.



PRAIRIE



throughout Saskatchewan and Alberta in recent months. Pipeline, highway and street construction also accounted for sizeable layoffs in some areas, releasing a substantial number of workers for the grain harvest. Harvest workers requested from Eastern Canada this year numbered fewer than 150 workers, compared with almost 700 in 1956.

With the increase in agricultural employment, persons with jobs in the region were estimated to have increased to 1,070,000 by August 24, an increase of 17,000 from the previous month and 22,000 from the previous year. Unemployment declined slightly during the month but remained slightly higher than a year before. Labour supply and demand were in much better balance in this region than in other parts of the country; registrations at NES offices in the Prairies represented 3.4 per cent of the paid workers, compared with 5.2 per cent for Canada as a whole. Moreover, the demand-supply situation was very similar throughout the region; in 18 of the 20 Prairie areas, registrations at NES offices amounted to between 2.3 and 4.1 per cent of the paid workers.

Swift Current and Weyburn were reclassified from the shortage to the balanced category during the month and with these changes, all areas in the region were in balance by September 1. Last year at this time, the area classification was as follows: in balance 3; in shortage 17.

Local Area Developments

Calgary (metropolitan). Remained in Group 3. Employment changed very little during August. Business conditions remained more favourable than in most industrial areas in the country, though lacking much of the vigour that characterized the area last year. In contrast to last summer's widespread labour shortages, manpower requirements approximated labour supplies in almost all occupations. Year-to-year employment increases occurred in all major industries but the gains were not large enough to match the expansion of the labour force. The resultant increase in unemployment was fairly well spread over the various occupations.

Edmonton (metropolitan). Remained in Group 3. Unemployment continued to decline but by the end of the month it still was substantially higher than a year before. While general industrial activity has continued to show year-to-year gains, it is apparent that much of the expansionary force of recent years has been lacking. Construction, for example, showed a sharp year-to-year decline, causing cut-backs in production and employment in other industries; building material plants and distributive outlets were the most severely affected. Development and production of oil also contributed little to employment expansion this year. In fact, the industry has not been as active in the past two months as in the comparable period last year.

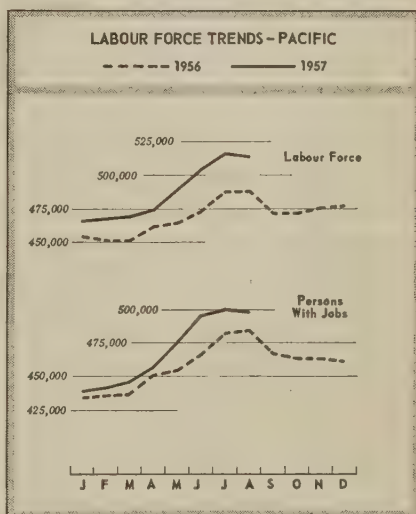
Winnipeg (metropolitan). Remained in Group 3. Unemployment declined moderately, largely because of increased hirings in seasonal industries. Construction showed the most improvement; fairly heavy demands existed for skilled and unskilled building workers. Manufacturing showed continuing strength during the month and there was evidence that certain types of skilled workers were in short supply. Machine shop workers, auto and body mechanics and skilled tradesmen for printing and publishing were reported very scarce.

Swift Current and **Weyburn** (minor). Labour shortages eased sufficiently in these areas to warrant reclassification from Group 4 to Group 3, but unemployment remained very low.

PACIFIC

EMPLOYMENT in the Pacific region reached its seasonal peak early in August and varied little during the remainder of the month. Persons with jobs at August 20 numbered 498,000, about 15,000 higher than a year earlier. Unemployment fell only slightly from the July level and continued to be much higher than in 1956. The main reasons for the year-to-year increase were reduced lumber sales to domestic and foreign markets, decreased mining operations and the greater number of immigrants this year.

The seasonal rise in manufacturing activity was smaller than last year. Nevertheless, total manufacturing employment was somewhat higher than a year ago, the decline in the wood products sector being more than offset by increases in other activities. The most recent figures indicate, however, that forestry employment is more than 20 per cent lower than a year ago. Construction employment was considerably higher than a year earlier but there were still substantial numbers of unemployed construction workers at most points. The value of construction contracts awarded for the first seven months of this year was about 20 per cent lower than for the same period in 1956. Employment in mining was lower than a year ago, especially in base metals, but in transportation it was considerably higher. In agriculture, the



main demand for labour was for fruit pickers, and this was not so strong as last year. The supply of farm workers was better than usual because of the recent arrival of British immigrants with farm experience. Few occupational shortages existed during the month, in contrast to last year, when manpower was more fully utilized.

All labour market areas remained in the same category during the month. At September 1, classification of the ten labour market areas in the region was as follows (last year's figures in brackets): in moderate surplus, 2 (1); in balance, 8 (8); in shortage, 0 (1).

Local Area Developments

Vancouver-New Westminster (metropolitan). Remained in Group 2. Last year this area was in Group 3. Although employment was higher than in 1956, labour supply far exceeded demand, in marked contrast to last year when various occupational shortages existed. Logging employment showed a year-to-year decline. Sawmill employment declined from July and was also considerably lower than last year. In manufacturing industries generally there was limited demand for labour, with one sizable layoff occurring in the pulp and paper industry because of high inventories and the weakened pulp market. Construction employment appeared to have reached its peak for the year, but the number of unemployed construction workers remained much higher than last August. There was less turnover of farm help than last year. Salmon and herring catches in August were considerably higher than a year ago.

Victoria (major industrial). Remained in Group 3. Employment continued to be higher than last year but the steady influx of immigrants and persons from other areas also kept unemployment higher than in 1956. Logging employment remained lower than a year earlier, with the demand for loggers light and the supply plentiful. Sawmill employment showed a year-to-year decline and lumber company officials did not expect any immediate improvement in markets. Some increase in the demand for construction workers occurred towards the end of August. Although a fair level of activity was maintained in this industry, the number of unemployed, especially carpenters, was larger than a year ago. Shipyards were active and no reduction in employment was expected during the remainder of the year. Some increase in lumber shipments to the United Kingdom provided additional work for longshoremen. There was little demand for farm workers.

NOTES OF CURRENT INTEREST

Minister Seeks Views on Labour Law Amendments

Hon. Michael Starr, Minister of Labour, last month wrote to the principal labour and management organizations in Canada requesting their views on the amendment of the Industrial Relations and Disputes Investigation Act.

In his letter, dated August 12, the Minister said:

"I am arranging with the officials of my Department for a review of the provisions of the Industrial Relations and Disputes Act to determine what changes are advisable in the provisions of the Act to make it more effective for the purposes for which it is designed in its application to the industries which are covered thereby.

"In this review I would appreciate receiving the benefit of any considered suggestions which your organization would like to put forward for the improvement of the legislation."

The Industrial Relations and Disputes Investigation Act came into force nine years ago, on September 1, 1948. Its principal clauses provide for the right of employees and employers to organize, for the certification of trade unions as bargaining agents, and for the appointment of conciliation officers, conciliation boards and industrial inquiry commissions to deal with industrial disputes.

The Act combines the provisions for the settlement of disputes contained in the 1907 Industrial Disputes Investigation Act and the representation and collective bargaining provisions of the 1944 Wartime Labour Relations Regulations.

Opening Moves Taken in Winter Work Campaign

Moves of the Department of Labour and the Unemployment Insurance Commission in another campaign against seasonal unemployment this winter are well under way, and materials for promotion in their own districts have been sent to local Employment Offices and local Employment Committees. Community programs will start in many districts in October and November.

For the past two winters campaigns in many centres across Canada have been conducted, with local support, to increase

winter work and to get materials moving during the cold weather seasonal lull, by encouraging the carrying-out of all kinds of work that can be done just as well in the winter as in the summer. The main campaign, which is starting early in January and will continue throughout the winter, will use the slogan "Do It Now—Why Wait for Spring?"

While it is difficult to estimate the results of previous campaigns from a national point of view, reports indicate that wherever local campaigns have been vigorously pursued they have been effective in increasing employment and business activity generally. The Department hopes that increased support will be forthcoming this winter from businessmen, industrialists, and householders as the wisdom becomes apparent of taking advantage of the availability of men and materials during the winter, instead of competing for them in the summer when demand is at its highest.

In past years, local campaigns have been well supported in the communities where they have been carried on. Reports show that newspaper advertising sponsored by local businessmen, editorials and news stories amounted to a total of 520 newspaper pages. Sponsored radio time in support of the campaign totalled 120 hours, and there were 7,166 donated or sponsored spot announcements. Television broadcasts totalled 10 hours, and there were 463 sponsored or donated spots on 22 stations.

To start the campaign this year, a publicity program including newspaper, radio, TV, poster and direct mail advertising is being arranged by the Department in co-operation with the Unemployment Insurance Commission. A 10-minute film entitled "It's a Crime" has been produced for showing across Canada. Wide distribution has been planned so that it will be seen by a large number of Canadians.

11,720 at Work on St. Lawrence Project

At the end of August, 11,720 men were working on the St. Lawrence Power Project—5,250 for the Ontario Hydro Electric Power Commission and 6,470 for the New York Power Development. It was the largest working force assembled to date for the job, which was more than 60 per cent completed at month-end.



Arthur Maloney Named Parliamentary Assistant

Freshman to Parliament, Arthur Maloney, QC, Member for Parkdale, on August 7 was appointed Parliamentary Assistant to Hon. Michael Starr, Minister of Labour.

To obtain such recognition in his first venture into the political arena is indicative of the outstanding ability he has demonstrated at a comparatively early age.

Arthur Maloney was born of pioneer parentage in historic Eganville, in Renfrew county, Ontario. His father, Dr. M. J. Maloney, was a veteran of the political wars and represented South Renfrew in two Parliaments. The doctor was outstanding in the medical profession and was the counterpart of Doctor McLure in his unselfish service to the back country.

After his primary training in the local schools, Arthur Maloney attended Lisgar Collegiate in Ottawa for one year and then entered St. Michaels College and the University of Toronto, from which he was graduated with a Bachelor of Arts in 1940. Following his course at Osgoode Hall he was called to the Bar in 1943. Ten years later he was a QC. He specialized in civil and criminal law and rapidly established a brilliant reputation in this field. He was prominent in some of the most important legal battles: he was defence counsel in the Suchan and Jackson case; and argued the Coffin appeal in the Supreme Court of Canada.

He was the youngest lawyer to appear before the Privy Council in England in the famous "Baby Duffel" custody case.

In 1954, he was appointed to Senate of the University of Toronto. In 1956 he was elected a Benchler of the Law Society of Upper Canada, the governing body of the legal profession in Ontario, being the youngest member elected in its 200-year history.

He served on Board of Parole of Ontario and was two years chairman of the Criminal Justice Committee of the Ontario Bar Association.

He married Lillian Labine in 1948 and they have one daughter.

A brother, James A. Maloney, QC, of Renfrew, is the Member in the Ontario Legislature for South Renfrew, and more recently is chairman of the Select Committee of the Ontario Legislature on Labour Relations (L.G., May, p. 550).

A. H. Balch Named to Canada Labour Board

A. H. Balch, National Legislative Representative in Canada of the Brotherhood of Railroad Trainmen and Vice-Chairman of the National Legislative Committee of the International Railway Brotherhoods, has been appointed a member of the Canada Labour Relations Board.

He will sit on the Board as a representative of employees, filling the vacancy caused by the death of W. L. Best (L.G., June, p. 685).

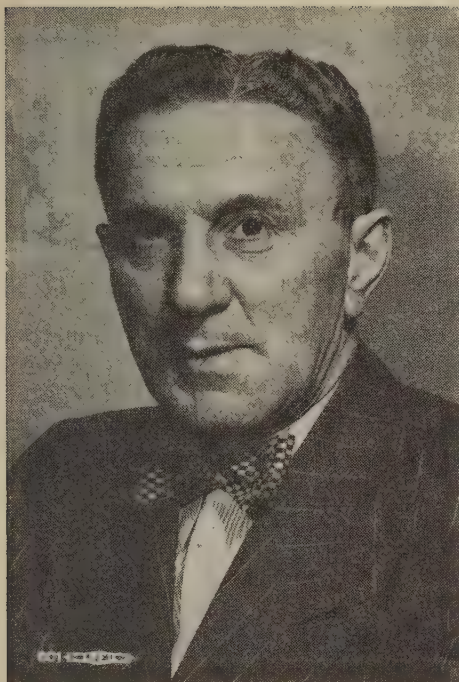
Born in Wales, Mr. Balch came to Canada in May 1913. He was a resident of Fort Erie, Ont., until he came to Ottawa in 1951 as National Legislative Representative of his Brotherhood, of which he has been a member for 42 years.

Other appointments and retirements of interest to Labour are:

—Cyril W. Strong, President of the Newfoundland Federation of Labour, and for a long time organizer for the AFL in Newfoundland, appointed representative of the Canadian Labour Congress for western Newfoundland, with headquarters in Corner Brook.

—Keith Campbell, Montreal, appointed Assistant Manager, Labour Relations, for the Canadian Pacific Railway Company, and W. G. Thomson, also of Montreal, named Labour Relations Assistant for the Company.

Mr. Campbell has been assistant to the Manager of Labour Relations in Montreal since 1956. He was a major in the Toronto Scottish Regiment during the Second World War. Before the war he was employed by



the Company in the dining car and accounting departments, having joined the Company in 1935.

Mr. Thomson has been in the CPR's personnel department since 1935, and has been Supervisor of Wage Administration since 1956. He joined the Company in 1913 in Toronto as a clerk in the superintendent's office. He served with the Royal Flying Corps as a lieutenant in the First World War.

J. R. Kimpton, Assistant Vice-president of Personnel for the Canadian Pacific Railway Company, and a veteran of 20 years of labour negotiations for the Company, retired on August 1. Mr. Kimpton served as an employer's representative at the recent ILO conference in Geneva, and has been a key figure in negotiations with the 24 unions representing CPR employees.

Woodruff Randolph, President of the International Typographical Union since 1944, announced last month that he will retire next July 15, when his current term of office expires. Mr. Randolph is approaching his 30th year of service on the ITU Executive Council.

Frank Barrett, Vice-president and Representative in Canada of the International Brotherhood of Bookbinders, died suddenly on May 14. He was the first Canadian ever to be appointed to the International Executive Council of the union to represent Canadian members as an autonomous national group.

Longshoremen's Unions Discussing Merger?

At the recent convention of the International Longshoremen's Association in Chicago, there was evidence that a great deal of discussion was going on behind the scenes with regard to a possible merger with the International Brotherhood of Longshoremen (AFL-CIO); but it was reported in the press that the leaders of the ILA at the convention were clearly trying hard to prevent the leakage of any details that might upset whatever arrangements had been made.

It was reported that overtures for peace with the object of arranging a merger had been made by responsible officials of both unions.

A union between the two bodies would ward off the conflict that is now brewing on the Great Lakes. The International Brotherhood of Longshoremen came into existence in 1953 after the ILA had been expelled from the AFL for alleged racketeering. A unit of the new union immediately took over on the Great Lakes, once a strong ILA region; but the IBL has failed in three attempts to oust the ILA from its jurisdictional hold over the U.S. eastern seaboard and Gulf longshoremen.

The ILA wants a national agreement with the shipping companies when negotiations for a new contract begin two years from now. The key to such an agreement is the Great Lakes, not the seaports. With the ILA therefore trying to regain its control over longshoremen in the Great Lakes there is a prospect of a fourth jurisdictional struggle, which might bring the same chaotic conditions to the inland shipping industry as those which have prevailed on the Atlantic coast.

A merger between the two unions might mean that the officials of the IBL would continue to carry on in the Great Lakes, but under the ILA banner. The latter union has always said that it is willing to allow the return of the officials who left it when it was expelled by the AFL.

The ILA has already gained a foothold on the Great Lakes by winning bargaining rights at Toronto.

Although he made no reference to a merger with the IBL at the convention, Capt. William V. Bradley, ILA President, made his first appeal for the formation of a giant transportation union through an alliance between his union and the United Mine Workers, another independent body. His proposal was unanimously supported by the delegates at the convention.

A resolution calling for the dismissal of any official of the union who had dealings with Harry Bridges and his International Longshoremen's Association was defeated.

Manitoba Ready to Join Hospital Insurance Plan

Manitoba has become the seventh province to signify its intention of joining the national hospital insurance plan. In a speech given at Portage-la-Prairie last month Premier Campbell said that his province was "as good as in" the plan, although no formal notice of joining had at that time been given to the federal Government.

The Premier said that enabling legislation to allow Manitoba to take part in the scheme will probably be passed at the next session of the Legislature.

Urge More Mortgages to Spur Wintertime Building

A recommendation that the federal Government make special efforts to increase the supply of mortgage funds for the 1957-58 winter housebuilding program was made last month by the National Joint Committee on Wintertime Construction.

Reference was made by the Joint Committee in its submission to the authority of Central Mortgage and Housing Corporation to advance direct loans for housing construction when eligible borrowers under the National Housing Act are unable to secure a mortgage from normal lending companies and to the previous success of the Bank of Canada in persuading financial firms to allocate part of their investment funds to residential mortgages.

The Committee pointed out that it was essential that action be taken on this matter within the next month if its effects were to be felt during the coming winter. Efficient housebuilding operations required a good deal of planning and it was most desirable to get buildings "closed in" before the more severe winter conditions commenced in order to keep costs comparable to those experienced during the summer.

Concern was expressed regarding the likelihood of increased seasonal unemployment next winter as a result of the falling off in the housing program. Construction workers constituted the largest single group in those laid off during the wintertime and the building tradesmen and labourers working in housebuilding were more affected by the wintertime dip in activity than those in any other section of the building industry. The relative shortage of mortgage funds compared with previous years was seriously retarding the construction of new houses, the Committee said.

While home repair work represented a much smaller program than new construction, members of the Committee were encouraged to hear that the number of home improvement loans was rising. This type of inside work was particularly suited to the winter months, when skilled men and materials were in much better supply and it was not affected by the weather. Then again, the provisions of many long-term wage agreements called for higher wages next spring, the Committee pointed out.

Plans for an increased educational program to offset the outmoded prejudice of many Canadians against wintertime construction were discussed by the Committee. Local campaigns, press, radio, television, posters, films, field demonstration and technical research will be the main media used to promote the practicability of most types of construction in the winter months in terms of quality and over-all cost.

Member organizations of the National Joint Committee on Wintertime Construction include the Canadian Construction Association (sponsor), The Canadian and Catholic Confederation of Labour, The Canadian Chamber of Commerce, The Canadian Labour Congress, The Canadian Legion, The Canadian Manufacturers' Association, The Engineering Institute of Canada, The National House Builders' Association and The Royal Architectural Institute of Canada.

The Department of Labour and the National Research Council are associated with the project.

Govt. Makes \$150 Million Available for Mortgages

Two days after the National Joint Committee on Wintertime Construction had issued a recommendation that the Government increase the supply of mortgage money for the 1957-58 winter housebuilding program (see above), Prime Minister Diefenbaker announced plans to make available immediately the sum of \$150,000,000 for loans on low-cost houses.

The loans, the Prime Minister said, will be available to owner-applicants, builders and rental investors in all parts of Canada through existing approved lenders, who will operate as agents of Central Mortgage and Housing Corporation.

The loans will be made at the prevailing National Housing Act rate, 6 per cent.

In addition to providing more homes of moderate price, Mr. Diefenbaker said, the new program is aimed at increasing the number of job opportunities during the coming winter in the house-building industry and allied trades.

Automation Committee Named by CLC Council

The Canadian Labour Congress Executive Council, meeting in Ottawa August 5 to 7, appointed a six-member committee to investigate the effects of automation on labour.

The Council also:

—Paved the way for affiliation with the CLC of the Brotherhood of Railroad Trainmen, which has 20,000 members in 111 lodges in Canada (see below);

—Recommended to provincial labour federations and local labour councils that they take suspension action against the International Union of Operating Engineers by September 1. The union was suspended from the Congress earlier this year for raiding other CLC unions. The union has a Canadian membership of 10,000;

—Confirmed Winnipeg as the site for the 1958 CLC Convention, which will be held April 21 to 25 inclusive;

—Named Executive Vice-President Gordon Cushing fraternal delegate to the British Trades Union Congress September 2-6;

—Agreed to urge the Government of Canada to adopt Conventions of the International Labour Organization. CLC International Affairs Director Kalmen Kaplansky reported that there has been a tendency on the part of the Government of Canada to support recommendations of the ILO but fail to take action on Conventions;

—Endorsed two no-raiding agreements among groups of member unions, one involving four unions in the paper box and paper bag production industry and the other three unions in the hospital field.

The executive agreed to step up the CLC program on international affairs in an effort to get greater financial support for the ICFTU. In addition, a proposal will be made to the Government of Canada that assistance to the Colombo Plan be sharply increased—particularly in the form of Canadian farm products.

Members of the committee to investigate the effects of automation on labour are:

Dr. Eugene Forsey, CLC Research Director; Cleve Kidd, United Steelworkers of America; James Murray, International Union of Electrical, Radio and Machine Workers of America; R. N. Gray, International Association of Machinists; Bert Hepworth, Canadian Brotherhood of Railway Employees and Other Transport Workers; and Carrol Coburn, United Automobile Workers.

Opinion of the membership of the Brotherhood of Railroad Trainmen about

affiliation with the CLC was recently taken in a referendum conducted among the lodges, and the result showed them overwhelmingly in favour of affiliation (L.G., Aug., p. 938).

The unions who are party to the no-raiding agreements approved by the Council are:

In the paper box industry—International Printing Pressmen and Assistants' Union of North America, International Chemical Workers' Union, International Woodworkers of America, and International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

In the hospital field—National Union of Public Employees, National Union of Public Service Employees, and Building Service Employees International Union.

Railroad Trainmen Affiliate with CLC

The Brotherhood of Railroad Trainmen, previously independent, has completed arrangements for affiliation with the Canadian Labour Congress, effective September 1, 1957.

The details were worked out at a meeting last month between BRT President W. P. Kennedy and General Secretary-Treasurer W. J. Weil, both from Cleveland, Ohio, and A. H. Balch, Canadian Legislative Representative, Ottawa; and CLC President Claude Jodoin and Secretary-Treasurer Donald MacDonald.

At the conclusion of the meeting, BRT President Kennedy said: "We hope eventually to participate in the CLC provincial federations and labour councils from coast to coast."

The Brotherhood of Railroad Trainmen, established in Canada for 74 years, represents freight and passenger conductors, brakemen, yardmen, switchmen, yardmasters, and dining car stewards on Canadian railways. The Canadian membership of the union is approximately 25,000 in 110 local lodges in every province.

IAM, Brewery Workers Sign Mutual Aid Pact

A mutual assistance and co-operation agreement in the United States brewery industry has been signed by the Brewery Workers and the International Association of Machinists.

The pact defines the jurisdiction of each union in the brewery industry and sets up procedures for settling disputes. It also provides for mutual aid and assistance in organizing and joint consultation and co-operation in collective bargaining.

AFL-CIO Rejects Union Of Staff Organizers

At its four-day session last month in Chicago, the AFL-CIO Executive Council refused to grant a charter for a union of its own staff representatives on the ground that the organizers are already members of unions and are in a sense "a part of management", and that the ordinary employer-employee relationship did not exist in their case.

The group, which comprises 225 organizers, has formed itself into a union under the name of the Field Representatives Federation, apparently under the stimulus of a sense of insecurity as to their jobs. The organizing staff is reported to be larger than the labour federation would ordinarily need, as a result of the policy agreed to at the time of the merger of the AFL and CIO of not allowing employees to suffer because of reduced staff requirements due to the merger.

The new union is now in a position to petition the U.S. National Labor Relations Board for the holding of an election.

The Executive Council attacked the U.S. Administration and businessmen for statements that Labour is responsible for inflation, and also assailed the "tight money" policy as being the cause of patches of unemployment. A statement adopted by the Council said that with prices rising and industrial production going down, leaders of government and business are blundering dangerously in dealing with economic difficulties. It accused the government of trying to hasten a recession as a means of solving these difficulties.

Final hearing of charges against the International Brotherhood of Teamsters was deferred to September 5-6, and the Council decided to await completion of a grand jury investigation before starting proceedings against Maurice Hutcheson, President of the International Brotherhood of Carpenters, who is charged with profiteering on land sold to the Indiana Toll Road Commission.

Reports were heard on the Bakery and Confectionery Workers' International Union and the United Textile Workers. Officers of both unions have been charged with mishandling organization funds. Progress was reported in the affairs of the Allied Industrial Workers, which has voted to cancel an agreement to pay Anthony Doria \$80,000 for resigning as Secretary-Treasurer.

The Council completed action on the ouster of Paul Dorfman as an officer and member of Waste Material Handlers Local 20467 on grounds of violation of rules governing directly-affiliated unions. This

is the first case of expulsion of an officer of such a union.

Mr. Dorfman is charged with, through his wife, having profited to the extent of hundreds of thousands of dollars from an agency that handled the insurance of three Teamster units and charged excessive rates.

The meeting place of the 1957 AFL-CIO convention was moved by the Council from Miami Beach, Fla., to Atlantic City, N.J., because of difficulties involving several Florida hotels.

Automation Seen Raising Bargaining Problems

The central problem that automation raises for union and management in collective bargaining is the shifting in employment that is the inevitable consequence of technological change, says Jack Barbash, Research and Educational Director of the AFL-CIO Industrial Union Department, in an article in a recent issue of the *American Federationist*.

He refers to the four types of such displacement defined by Nat Weinberg, Research Director of the United Auto Workers; *external* displacement which throws an employee out of work; *internal* displacement which obliges a worker to change from one job to another in the same plant; *competitive* displacement which causes loss of employment in rival establishments whose competitive position is adversely affected; and *opportunity* displacement in which no one loses his job, but which leads to a contraction in job opportunities in the plant and in the industry as a whole.

Discussion of the effect of automation on employment, the writer says, is at present concerned mainly with the first type of displacement. This kind of change has not so far had serious effects because employment is now at a high level. Net employment figures, however, Mr. Barbash points out, do not show the extent of this kind of displacement, and do not show other kinds of displacement at all.

Collective bargaining from the union standpoint is concerned not only with total employment but also with changes in job titles, working conditions, and salaries, the article says.

Collective bargaining objectives of unions in general, with special reference to technological change, are enumerated as follows:

To moderate the force of reduction in employment opportunities.

To protect the individual worker from arbitrary and harsh action in the transition period by insisting on the union's having

a voice in the administration of technological change.

To prevent the impairment of earning opportunities.

To enforce safe working conditions.

To conserve a craft's standards of skill.

To protect union jurisdiction.

Collective bargaining is dealing with the effects of automation in two ways, Mr. Barbash says. First, it is re-fashioning collective bargaining provisions to meet the situation in the matter of seniority, guaranteed employment, severance pay, "improvement factors", reduction in hours, and other means of easing the shock of change for the individual worker.

Second, methods of job evaluation, time study, and incentives will have to be overhauled to meet the new situations brought about by automation. The establishment of automation committees to cope with and plan for automation long before employment is also mentioned.

Severance Pay Provided In 266 U.S. Agreements

Severance pay provisions were contained in 266 (about one-sixth) of 1,693 major collective agreements in effect late in 1955 and early in 1956 that were used as the basis of a survey by the United States Bureau of Labor Statistics. These clauses covered about one-fourth of the 7,300,000 workers affected by the agreements, which included contracts covering 1,000 or more workers in almost every industry except railroads and airlines.

The Bureau explains that "a dismissal or severance allowance is designed to cushion financial hardships of unemployment resulting from business fluctuations, plant mergers or shut-downs, technological and organizational changes beyond the workers' control."

Severance pay, the survey also notes, "is also, in some measure, compensation for the loss of such job-acquired rights as seniority, vacations, pensions and other benefits which accrue to the workers through length of service. From the employers' point of view, provisions for such payments help to build employee morale and good community relations, which accounts for the prevalence of the practice outside of collective bargaining."

Severance pay has grown little in the past decade or so, the Bureau says, compared with the rapid spread of pension plans and health and insurance schemes. Earlier studies conducted in 1945 and 1951 showed that severance pay provisions occurred in 5 and 8 per cent, respectively, of the agreements examined.

More than half the agreements which contained such clauses, and about two-thirds of the workers covered by them, were in three industrial groups—communications, primary metals, and electrical machinery. More than 90 per cent of the agreements in the communications industry contained dismissal pay provisions. In the primary metals group and in electrical machinery the ratios were two-fifths and one-quarter, respectively.

It should be noted that severance pay provisions are prevalent in two operations not covered by the survey. These are in agreements negotiated by the rail unions and the American Newspaper Guild.

Out of 266 contracts providing severance pay, 238 connected payments with length of service, 11 plans allowed uniform benefits regardless of length of service, and the remaining 17 did not specify the amount of dismissal pay.

In those plans in which payments could be ascertained the average was usually one week's pay for each year of service up to 15 years. After 20 or 25 years' service the ratio of benefits was usually higher.

Most of the provisions—more than 55 per cent—which graduated pay according to length of service did not set any maximum. The balance fixed a maximum. About half of those with a maximum, mostly in the steel industry, set it at eight weeks' pay after 10 years' service.

The most common occurrences that will qualify workers for severance pay are department or plant shutdowns, technological change, or simply lack of work.

In 67 agreements employees were given the choice of accepting dismissal pay or transferring to other jobs. Under other agreements employees had the option of being placed on a preferential hiring list.

Newspaper Guild Sets New Goal: \$200 a Week

The American Newspaper Guild has changed its wage goal for experienced newspapermen from the \$150 a week it has sought for several years to \$200 a week. Several of the Guild's major locals have already moved to within a few dollars of the previous goal.

"We think the prosperity in the industry merits higher salaries," Guild President Joseph F. Collis said in his annual report. "The industry is in healthy economic condition. Advertising hit an all-time high last year."

The ANG represents 29,355 members employed in the news, editorial, business, circulation, advertising, promotion and maintenance departments of newspapers and other news-disseminating agencies.

Canadian Teachers' Pay Rises Less than Workers'

"The relative economic status of teachers deteriorated seriously between 1938 and 1941 and then continued to deteriorate more seriously until 1951. The readjustment in recent years has not been sufficient to offset the loss experienced from 1938 to 1951." This is one of the main conclusions stated in a report entitled *Trends In The Economic Status Of Teachers 1910-1955*, which has recently been published by the Research Division of the Canadian Teachers' Federation.

"For teachers to have had the same percentage change in economic status from 1926 to 1955 compared with all paid employees in the labour force," the report continues, "they would have had to be paid \$155 more on the average. To have increased their relative position as much as wage-earners in industry, teachers would have had to average \$237 more than they received in 1955".

The report summarizes the findings of a historical study of trends in the salaries of teachers, and wages and salaries in industry, government, and business during the period 1910-1955, conducted by the Federation's Research Division.

The deterioration in the economic position of teachers, according to the report, is part of a general deterioration in the financial status of salaried employees in comparison with wage-earners, and of skilled compared with unskilled wage-earners.

"Data from the steam railways and federal Civil Service...indicate that the higher the relative economic status in 1926 the greater the deterioration between then and 1955. This is a significant finding that shows up again and again," the report says.

Under the heading, "Observations on the Narrowing Differential," the report declares that "the narrowing differential apparent between skilled and unskilled wage-earners, between salaried employees and wage-earners, and between the different qualification levels of teachers, has been caused principally by the policy of granting uniform increases 'across the board'."

It continues:

It has been suggested that the narrowing differential between earnings of various groups in the labour force is a social phenomenon of our economy, and there may well be a certain element of truth in it. For example the differential between sexes is gradually being removed. As a general hypothesis, however, it is open to serious question. In the long run a continued lessening of the differential would take the incentive away for improving one's position. Also,

the idea that the narrowing differential is a social force overlooks the possibility that lower-paid persons may have had too low an economic status in the absolute sense and, therefore, required an appreciable increase. This idea also neglects the law of supply and demand. Since the beginning of the depression until very recently, there has been no real shortage of technicians, engineers, executives, or for that matter, secondary teachers. There has been a shortage of teachers for some time in the elementary grades in rural areas, but because the minimum qualifications for these grades have been maintained at a relatively low level, it has been possible to obtain enough untrained persons to fill the need. All the evidence indicates that there has been a definite narrowing of the differential between the high-paid and low-paid categories in various occupations and groups over a long period of time. There is also evidence to show that this trend has been stopped in the last few years and may even be reversed as indicated by the latest federal civil service increases. A continuing shortage of highly-skilled technicians and professional and supervisory personnel should bring about the restoration of a great deal of the differential that existed in the late twenties.

The findings of the report are illustrated and substantiated by a large number of tables. Most of these tables are on teachers' salaries, but there are also some on the salaries or wages in other occupations, and a few income and labour force tables of a general nature.

Higher pay and less work are the best remedy for a world-wide shortage of teachers, in the opinion of those who attended the meeting last month in Frankfurt, Germany, of the World Confederation of Organizations of the Teaching Profession.

Reports presented at the conference covering 40 countries showed that the shortage is almost universal, and in some countries it is getting worse. The conference, at which 3,000,000 teachers in the 40 countries were represented, agreed that economic conditions were the main cause.

One of the discussion groups at the conference held that teachers in North America and Western Europe were better paid by comparison with other professions and occupations than teachers in other countries. But even there, it was stated, teachers could not "maintain a reasonable standard of living" without doing extra work, while in many countries in other parts of the world "teachers must do a considerable amount of extra work in order merely to exist".

Even though salaries are at a high level they must go still higher if the shortage of teachers is to be overcome, said Martha Shull, President of the National Education

Association, in her address to the Association's centennial convention held recently in Philadelphia.

The average classroom teacher in the United States, Miss Shull said, gets \$4,550 a year, which is more than double the amount teachers were paid 10 years ago.

1957 Wage Boosts in U.S. Larger than Last Year's

Bargaining settlements negotiated in the United States during the first half of 1957 have generally been providing wage increases larger than those negotiated in 1956, according to a tabulation by the U.S. Department of Labor. Most of the increases this year have been 10 cents or more an hour, and more than a third are 13 or more cents. Although allowance must be made for a wide variation, this averages 1 to 3 cents more than comparable settlements last year.

The great majority of recent agreements, as has been common of late years, have also been providing more liberal fringe benefits along with the wage increases.

A tabulation of the wage increases reported from across the country shows the following: almost 35 per cent of the increases were for 13 cents or more an hour; almost 60 per cent were for 10 cents or more; and nearly 85 per cent amounted to 7 cents or more. In almost 5 per cent of the settlements, however, no increases were provided, these being chiefly in the depressed textile and clothing industries.

In several main industries, including auto and electrical equipment manufacturing, steel, railroads, and meatpacking, which involve large numbers of workers, there are long-term agreements with no wage bargaining in the first half of 1957. These agreements, however, do provide for automatic wage increases of two types: cost of living and fixed annual increases. The latter type includes deferred and annual improvement factor increases.

These two types of increases during the past year have together been providing 14 to 16 cents, amounting to an increase of about 6 per cent. These automatic adjustments compare favourably with increases newly negotiated this year, and they may have influenced the level decided on in some of the negotiations in other industries.

In addition to wage increases, almost 75 per cent of the settlements negotiated in the first half of this year have included improvements in fringe benefits. Some 35 to 40 per cent of the settlements provide increased health and welfare benefits, including life insurance, hospital and medical

protection, and pay for absence through illness. Pension plans have been adopted or liberalized in 20 per cent of the agreements.

About 30 per cent of the new contracts provide improvements in paid vacation plans, and about the same percentage allow more paid holidays.

U.S. Employment Service Has New Selection Plan

A new system of selecting people to fill jobs on the basis of aptitudes, temperament, interests and physical capacity, rather than on previous experience in a particular occupation, has been developed by the United States Employment Service, and is being put into use in 1,700 of its offices. It is expected that it will be used on all new job applicants by the end of the year.

The key to this new method, which is described in a recent article in *Business Week*, is a handbook, *Estimates of Worker Trait Requirements*, which has just been published. In this book the aptitudes, experience, temperaments and kinds of skill needed for each of 4,000 jobs are analysed and coded. Eventually the U.S. Labor Department plans to have similar analyses for each of the 23,500 occupations listed in the *Dictionary of Occupational Titles*.

By the new method, if an employer wants a machinist, for instance, the handbook may show that other occupations have a "common profile" with that of a machinist. It may be found that other occupations require the same aptitudes and skill; and, according to the theory of the new system, persons with experience in those other occupations should be able to become machinists with a minimum of re-training.

Advantages claimed for this method of selection are: Where certain kinds of skill are scarce an employer's range of choice in filling a job is widened by his not being practically restricted to those who have had experience of that particular kind of work, that possibilities for re-training workers will show up more clearly, that it will help an employer to assess an employee's suitability for promotion, and that it will help those looking for work to form a clearer idea of their capacities.

Some experts, however, are sceptical about the new method. One characterizes it as being part of the "current fashion for rationalization of employment, recruitment, and placement practices". Another doubts the reliability of estimates of personal traits in relation to any given job.

Employment of Older Men and Women

Article prepared by United Kingdom Ministry of Labour describes steps taken by Ministry and others to encourage employment of older workers

Successive Governments since the war have given a lot of thought to the employment problem resulting from the growing proportion of older people in the population and have enlisted the help of both sides of industry to make employers and workers aware of its importance. Arising out of the Government's interest in the problem, in March 1952 a National Advisory Committee on the Employment of Older Men and Women was appointed to advise and assist in promoting the greater employment of older men and women. The Committee has published two Reports: the first in October 1953 and the second in December 1955. Both were widely discussed and reviewed in the newspapers, on wireless and TV programs and through the medium of Rotary clubs and similar organizations. Their publication has thus been instrumental in focusing public attention on to the problem and has marked a major step forward in creating an informed public opinion on the subject and obtaining practical results.

The National Advisory Committee's investigation have left its members firmly convinced that although there are sometimes real difficulties behind an employer's refusal to keep on or engage an older worker, the root of the problem is the traditional attitude towards the older worker. Consequently, much of the Committee's work, particularly in the First Report, was aimed at bringing about a better understanding of the significance of the population changes taking place to show employers why they must expect their labour force in the future to be older than it has been in the past (it is estimated that in 1979 there will be about 9½ millions over the minimum pension ages, as compared with 6½ millions in 1951 and 2¾ millions in 1911) and also to show the practicability of employing the older worker. Their practical recommendations were:

- (1) that the test for engagement should be capacity and not age, and

- (2) that all who can give effective service should have the opportunity to continue in work if they wish.

These recommendations have since been widely accepted as the general principles which should govern employers' engagement and retirement policy.

In their Second Report published in December 1955, the National Advisory Committee were able to report substantial progress in the intervening two years. They recorded many examples of resulting changes in employers' practices. They had found evidence of an altogether more favourable attitude towards employing the older worker, a greater readiness to consider an applicant on his merits without undue regard to his age, and a tendency for fixed retiring ages not to be so readily applied and sometimes to be abolished altogether. Labour shortages have no doubt aided this response but are not, it is believed, the sole cause of it.

Nevertheless it must be acknowledged that a great deal more remains to be done. There are still many establishments and whole fields of employment where no real changes have been made and the old traditional age restrictions still operate. The problem to be faced is not usually any positive objection by employers to employing the older worker, but often a sincere conviction on the employer's part that in *his* establishment there are special difficulties which prevent his doing so. The difficulties most frequently put forward are those associated with pensions schemes and with the desire to maintain promotion prospects for younger workers and to preserve a balanced age structure in this organization. The Committee has made some general recommendations about the lines on which these difficulties might be tackled but has deliberately avoided anything in the nature of cut and dried answers to specific problems. It seems clear that it is best for individual employers to try, perhaps with the help of others in a similar situation or with advice from their own industrial or professional groups, to work out a solution suited to their particular establishments.

The Committee has strongly recommended in its Second Report that industries should be encouraged to promote research into their own special problems. There is already a good deal of research going on in both the academic and practical study of many of the questions on which more information is needed, such as the effects of age on working capacity, the older worker's susceptibility to training, the most suitable forms of training, etc., but more research is needed. The

Committee is convinced that the scope for direct action by the Government in the field is limited, apart from what it can do as an employer (see below). It feels that any attempt to solve the problem by legislation, e.g., the imposition of some sort of quota, would be against the interests of older workers in general.

The Government as a large-scale employer of labour is playing its part in the application of this policy within its own field. There are no upper age limits for recruitment to temporary posts in the Civil Service and the age limits for many permanent posts have been raised. Special competitions were first introduced in 1955 to recruit men and women between the ages of 40 and 60 for pensionable posts in clerical grades and over 1,000 people were offered posts as a result of the first competition. The Civil Service has also abandoned a fixed retirement age, and it is the general aim to retain older staff as long as they are fit and willing, and provided there is work for them to do.

Local Authorities, the National Health Service and the nationalized industries have also been asked to review their staffing policies in the light of the recommendations of the National Advisory Committee. Many Authorities have made changes in their recruitment and retirement practices in accordance with these recommendations.

The Ministry of Labour through its Employment Exchanges has made special efforts to promote the employment of the older workers, e.g., by asking employers who notify vacancies with upper age limits whether these are essential, and in some cases getting them removed, and by making approaches to employers on behalf of individual older workers on their registers. The National Advisory Committee decided against recommending to the Ministry that special offices should be set up to deal with older workers on the grounds that this would single them out. It was considered that the interests of older workers could best be served by giving them an equal opportunity with younger people for consideration for any vacancies for which they were suitable, and this remains the aim of the Ministry's employment service. The Ministry's approach to employers is based on the assumption that older people can well afford to be judged on their merits and that the main need is for more opportunities for them to prove this. During the period from June 1953 to May 1956, the Employment Exchanges kept records of the numbers of men and women aged

41 and over who were placed by them. The records show that approximately a fifth of the total placings of the Exchanges during that period related to men and women over 40 years of age. This is fewer than was hoped, but it was encouraging to see that the numbers increased during the period.

Effect of Pension Schemes on Engagement Policy

A section of the National Advisory Committee's First Report was devoted to this. The Committee felt that many occupational pension schemes did have an important effect in limiting employment opportunities for older workers, because the cost to an employer of providing a pension for a man who had already reached middle age when he was engaged is so much heavier, but they considered that solutions to the difficulties could and must be found. The most satisfactory basis for working out individual solutions, the Committee thought, was dependent on the principle that an employee entering on a new pensionable job after a certain age is entitled to the superannuation benefits related to the actuarial value of the payments actually made by him and on his behalf, and no more. If these principles could be accepted by employers and workers the Committee thought that most of the difficulties could be removed.

In its Second Report the Committee noted that an increasing number of employers were making arrangements with their insurance companies for modifications of their pension schemes in order to minimize the difficulties of admitting older workers to them, and also to encourage the continued employment of their older workers. Insurance companies have promised to assist in trying to remove obstacles to the engagement or retention of older workers wherever possible; much more, however, remains to be done in this field. It is generally admitted that not enough is known about occupational pension schemes, and in an attempt to remedy this deficiency an enquiry is being made at the present time by the Government Actuary's Department which it is hoped will, when combined with details already held by the Inland Revenue, enable more positive recommendations to be made, especially about the preservation of an employee's pension rights on change of employment.

Another aspect of the Government's policy in promoting the employment of older workers is revealed in the inducements offered in the National Insurance Scheme by way of pension increments to

men and women who choose not to retire when they reach the minimum pension ages. For example, for every 25 contributions paid between the age of 65 and 70 (60 and 65 for a woman) 1/6d. is added to the pension so that a man who works until he is 70 can earn a pension of 55s. instead of the 40s. he would have got at 65.

In 1953 the Ministry of Pensions and National Insurance carried out an enquiry at the request of the National Advisory Committee to obtain more information about why people retire at the minimum pension age or stay on at work. The questions were planned to find out how far employers' practices, working conditions, health, family circumstances or National Insurance pension arrangements influenced the decision to retire or otherwise. The enquiry revealed that in the sample taken six men out of every ten chose to carry on work either for financial reasons or because they felt fit enough to do so or a combination of both. Of the other four who did retire, two were doing so because of ill-health or the strain of the job, one because he was required to do so by his employer and the remaining one for a variety of other reasons. (The proportion of women who chose to stay at work was much the same as for men, as was the proportion of those retiring on health grounds, but more women gave family or personal reasons for their retirement and a much smaller proportion were compulsorily retired or discharged by their employers.) The report on the enquiry emphasized that importance should be attached to certain factors such as health and the existence of occupational pension schemes as causes of retirement.

Training Opportunities for the Unskilled Older Worker

Research into the most suitable techniques of training older people in new skills, and on the extent to which the older worker may be helped in some occupations by slight adaptations of working methods, is being undertaken by universities and other bodies. There is no evidence that because a worker is no longer young he necessarily lacks the mental ability or physical capacity to undertake any training which may be required. In addition to the research teams at work in the universities and research institutes, some industries are undertaking or co-operating in some of the enquiries, e.g., the wool textile, and the iron and steel industries. The National Advisory Committee considers that studies on an industry by industry basis are of great value.

The Government provides training opportunities through its Vocational Training Scheme administered by the Ministry of Labour for a three-fold purpose:

(1) to enable disabled persons aged 16 or over who in the opinion of the Ministry need such training to take up suitable wage-earning employment or work on their own account;

(2) to assist in resettling in suitable civilian employment ex-regular members of H.M. Forces on their release; and

(3) to help able-bodied men and women to train for skilled work in trades which are under-manned and at the same time of importance to the national prosperity.

All courses are intensive and include progress tests and a passing-out test. They aim to teach in a short time, usually six months, by concentrated methods, skilled trades for most of which several years training in industry would normally be given. Eligibility is dependent on the trainee not being already qualified to undertake skilled work in an occupation in which there is a reasonable prospect of regular employment. There is no upper age limit. In 1955 information was assembled about the selection of older people for training, their performance during training and the results of their training.

Selection—Trainees aged 40 or over form only a small proportion of all trainees (about 7 per cent, when the count was taken). This is due partly to the domestic circumstances of older people, most of whom have formed a settled way of life with definite financial commitments. There must also be a reasonable prospect that the trainee will be able to secure regular employment in the trade after the completion of the course, and this condition is less likely to be satisfied by an older worker. In their choice of a trade older trainees usually favour the more practical trades rather than those which involve much theoretical training. As regards suitability, experience has shown that on the whole they take particularly well to work requiring patience, and to repetitive occupations such as some form of machine operating. The attitude of the individual, regardless of age, has proved the decisive factor in determining suitability for training.

Performance during Training—The progress of older trainees at the start of the course was found on the whole to be slower than that of younger trainees, partly due to lack of confidence, and throughout their training they tend to expend more effort on learning. As a result of their

greater application many speed up the later stages of training, and the proportion who have to have their courses extended is no greater for those over 40 than for those younger. It was not found that courses needed to be broken down for older trainees more than is usual.

Results of Training—The placing of older trainees at the end of their course is usually rather more difficult than in the case of younger trainees, but not more so than the placing of older workers generally. When they start work some may be hampered at first by lack of confidence but once they have settled down they tend to remain longer than a younger person both in their trade and in their job.

Another government scheme which assists a section of older workers is the Scheme of Business Training for ex-regular members of H.M. Forces, which has been in force since 1949. The aim of the scheme is to help the ex-regular who wants to enter industry and commerce and is in need of training to help him resettle in civil life, and ex-regulars of any age can apply for training. By its nature, the scheme is of much narrower application than the Vocation Training Scheme, but in the period from April 1949 to September 1956 nearly 700 trainees had been assisted under the scheme and had completed courses of training to fit them for junior executive and trainee managerial posts in industry and commerce, or to start in business on their own account. Here again more difficulty is experienced in placing the older trainee than the younger one.

* * *

An example of a plan set up by a private concern to enable older workers to continue in employment after they are unable to stand the production pace is "The Rubery, Owen Conception of Continued Employment for Persons of Pensionable Age". Begun as an experiment seven years ago by A. G. B. Owen, Chairman of Rubery, Owen & Co., the plan has now spread to other plants in Sweden, Denmark and Holland.

According to Raymond Varela, writing in *The Financial Post*, participation in the plan was limited to workers of more than 70 years of age already employed in the parent plant of the organization.

Among the difficulties which had to be surmounted were: the method of remunerating the workers under the plan, the kind of work to be done and where it was to be obtained, how and by whom the older workers were to be supervised, hours of work, and the attitude of the trade unions.

The method of payment decided on was to separate the entrants into three classes, skilled, semi-skilled and unskilled; and to pay them the union-established rate for their jobs.

The union officials turned out to be favourable to the plan, making only one stipulation, that in case of a trade depression the older men were not to be given work which could provide gainful employment for union members employed in the parent plant.

Supervision presented more difficulty. At first an elderly lead-hand was chosen. Later, when it was decided that the workshop must become fully self-supporting, a qualified engineer with personnel management experience was appointed. At first he was disconcerted to find that his drawings and designs were criticized, but he soon realized that these older men wanted to be consulted when the work was being planned, and thereafter he made a point of doing so.

The question of what kind of work was to be done and where it was to be obtained was settled by selecting work from the departments of the parent plant to suit the mental and physical abilities of the older men. About 40 per cent of the work, however, was provided by orders obtained outside the parent organization.

The men were asked what hours they wanted to work, and they asked to be allowed to begin work an hour later than the workers in the main plant, and to be allowed to leave 15 minutes earlier to avoid the rush. They thus work a 37-hour week.

At present the number of older men employed under the plan is about two dozen, ranging in age from 69 to 86. They have two separate workshops of their own, and are provided with a lounge-reading room and a bowling green. The shops do their own buying, selling, costing, estimating, design and draughting, handle their own finance, and do their own sales publicity.

N.Y. State Survey of Older Worker Problem

Difficulties of the older worker in finding employment are illustrated by figures recently published by the New York State Department of Labor. Men 45 years of age and older were found to constitute more than two-fifths of the male job-seekers registered with public employment offices in seven metropolitan districts in the state in 1956, but they obtained fewer than one-fourth of the jobs. For women the proportions were one-third of the job-seekers and one-sixth of the jobs.

Taking both sexes together, older workers were 40 per cent of the job-seekers and they obtained 22 per cent of the jobs—but this proportion was about 30 per cent in skilled and service occupations, and in the construction industry 35 per

cent. In clerical employment only one woman out of every 10 hired was 45 or older. Smaller firms hire twice as many older workers as larger firms, according to the report.

In all occupational groups older job-seekers are out of work longer on the average than younger ones, and women are out of work longer than men of corresponding age. In firms with pension plans only five out of 100 older workers leave their jobs in a year, compared with 14 out of 100 in firms without pension plans.

A survey made by the New York State Division of Employment in April 1957 showed that one out of three job-seekers in New York City was 45 years of age or older.

International Association of Personnel in Employment Security Holds 44th Convention

Nearly 1,500 delegates told that government should inform industry of shortage of skilled labour but "basic job of improving opportunities for skilled workers belongs to industry, labour, education, community"

Government should point out to industry that there is a shortage of skilled labour, but the "basic job of improving opportunities (for skilled workers) belongs to industry, labour, education, and the community," said United States Under-Secretary of Labor James T. O'Connell in his keynote address to the 44th annual convention of the International Association of Personnel in Employment Security, held recently in Miami Beach, Fla.

Speaking to nearly 1,500 delegates on the subject, "Employment Security—Plans for Tomorrow," Mr. O'Connell pointed out that the numbers of women, older workers and very young workers are increasing, while the number of workers in the prime working ages between 25 and 44 is stationary. He urged that better opportunities should be provided for women, older workers, and others.

On the part which Association members could play in promoting employment security, the Under-Secretary said:

"No one ever reaches peak effectiveness in this field by sitting in his office brooding over a batch of statistical tables and job orders. To be the best kind of an employment security man you have to understand the community, know its people, its indus-

tries, its civic life. Mixing in community affairs, knowing the faces and the problems of the people you serve—this is part of your job."

Edward L. Keenan

"As a nation we are confronted by the hard fact that trained workers are not being produced fast enough to keep pace with advancing technology and economic expansion. Shortages are cropping up everywhere, even in substantial labour surplus areas," said E. L. Keenan, Deputy Director of the Bureau of Employment Security, U.S. Department of Labor, in opening the convention forum on "Skilled Manpower for Economic Growth and Mobilization".

He said that industry, labour and government have vital roles to play in the future development of a skilled, creative and versatile labour force. He added that it was necessary to make better use of the manpower we have.

Clifford A. L. Murchison

The keynote address on the third day of the convention was given by C. A. L. Murchison, Commissioner of the Unemployment Insurance Commission, who was one

of the Canadian delegates to the convention. Speaking on "Leadership, Integrity and Service," Mr. Murchison emphasized the importance of satisfactory service to clients, workers and employers, as the best means of holding public acceptance.

Mr. Murchison saw in IAPES a means of sharing experience and knowledge, and a vehicle for developing teamwork and job skill.

Mr. Murchison spoke of the work of advisory committees in the National Employment Service in Canada in advising and helping the physically handicapped, young people and older workers in finding employment.

He described a plan in which members of the Canadian Posters Association had placed posters on vacant billboards free of charge urging employers to consider the employment of handicapped persons. The Unemployment Insurance Commission had supplied the posters, 1,000 of which had been placed in the space of a year. The National Employment Service's placement of handicapped persons had increased almost 40 per cent since the billboards had been posted, Mr. Murchison said. The Posters Association has agreed to continue the arrangement and the UIC has designed a new poster for the purpose.

The Canadian Manufacturers' Association has agreed, the speaker said, to support the Commission's winter employment program, and to help in finding work for Hungarian refugees.

He spoke of the work of the NES in finding employment for professional workers and executives, and in helping to supply the demands of employers for workers of this kind. He also mentioned the efforts of the NES to help university graduates.

"At most of the important universities in Canada we have offices on the campuses where students and those about to graduate may register for employment; they are screened by our officers and made ready for interviews with prospective employers... Experience has shown that a counselling service for boys and girls who are about to enter the labour market is of inestim-

able value, not only to the new entrants but also to employers," said Mr. Murchison.

Canadian Participation

R. P. Hartley, Moncton, N.B., Atlantic Regional Superintendent for the Unemployment Insurance Commission and a former president of IAPES, presided at a general session of the convention at which the theme was "Employment Security Plans for Tomorrow". Training in schools, communities, offices and factories to keep pace with technological advance was the main topic.

W. M. Roberts, Moncton, Regional Employment Officer for the UIC, was the moderator on a panel on "Increased Responsibilities of the Professional and Staff Worker".

W. T. Begg, Vancouver, Regional Enforcement Officer of the UIC, and A. J. Bouthillier, Montreal, Assistant Superintendent of the Quebec Region, participated in workshops. Edward Carr, Ottawa, Supervisor of Staff Training for the UIC, served as workshop summarizer.

A panel discussion on "Increased Responsibilities of the Professional and Staff Worker" was under the chairmanship of W. Morley Roberts, Moncton, Assistant Superintendent for the Atlantic Region, Unemployment Insurance Commission.

Election of Officers

George B. Elleson, Bay City, Mich., was elected President for the coming year in succession to W. Garnett Johnson. Other officers elected were: Harry Van Brunt, Tallahassee, Fla., and Mary B. Keller, Columbus, Ohio, Vice-presidents; Ola M. Reeves, Juneau, Alaska, Secretary; and Carl T. Anderson, Nashville, Tenn., Treasurer.

Fifteen members of the Executive Board, elected in district caucuses, included the following Canadians: William T. Begg, Vancouver; Edward Carr, Ottawa; and Albert J. Bouthillier, Montreal.

Boston, Mass., was chosen as the site of the 1959 convention. Next year's meeting will be held in Philadelphia, Pa.

Eleven hundred transit workers employed by the Greater Winnipeg Transit Commission have become members of the newly-chartered Division 1505, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (CLC).

The 1,100 workers had, for a period of 40 years, formed the hard core of the One Big Union, which in April 1956 became affiliated with the Canadian Labour Congress during the Toronto merger convention of the CCL-TLC.

The affiliation was granted on the understanding that the membership of the OBU would join the national or international union holding the appropriate jurisdiction. The street railwaymen's union represents the majority of transit workers.

The Working Life of Women

United States Bureau of Labor Statistics compiles tables, based on life tables and on labor force data, that estimate the work-life expectancy of all women, and of women working at a particular time

A study of the patterns of the working life of women that should be of great importance in promoting understanding of the problems of women workers and may aid in evaluating the work-life potential of the female population under different social and economic circumstances has been made by the United States Bureau of Labor Statistics.

Dr. Stuart H. Garfinkle of the Bureau, by adapting the technique used in the construction of life tables that summarize the mortality experience of a population at a particular time, has developed tables dealing with the working life of women*. Earlier similar tables had been worked out for men.

In addition to estimating the work-life expectancy of all women, Dr. Garfinkle has also tried to estimate the work-life expectancy of those women who are working at a particular time, which is, of course, greater. To have some idea of the length of time that working women will continue to work is, as he points out, "of great

interest in pension planning, and in determining personnel policies as well as in measuring the socio-economic status of the female population".

The life table starts with an hypothetical group of persons—usually 100,000—born alive, and follows it through successive years of age, taking account of the mortality experience for each age group as of the base period. Similarly, the working life tables follow through the experience of an initial group of 100,000 at birth. In addition to noting losses due to death, the tables take account of the rates at which persons enter and leave the labour force. This is based mainly on participation rates and marital status of the labour force. From these data is derived "work-life expectancy", i.e., the average number of working years remaining at each specified age. Tables are presented from which it is possible to estimate prospective losses at various ages from death, marriage, retirement and other causes.

An abbreviated version of one of the key tables follows. Dr. Garfinkle's table from which this one was prepared gives estimates for every year of age from 14 to 64. For this illustration every fifth year was selected.

*Tables of Working Life for Women, 1950, Stuart H. Garfinkle, U.S. Department of Labor, Bureau of Labor Statistics Bulletin No. 1204. A comprehensive technical appendix gives details of the computations and the assumptions made.

AVERAGE REMAINING LIFETIME FOR ALL WOMEN AND AVERAGE NUMBER OF YEARS OF WORK REMAINING, AT SPECIFIED AGES, BY MARITAL STATUS, 1950

Years of Age	Average Remaining Lifetime for all Women (in years)	Average Number of Years of Work Remaining			
		All Women	Single Women	Ever Married	Other Marital Status
15	58.52	15.8	16.0	13.2	26.6
20	53.73	14.5	15.1	12.2	24.1
25	48.99	12.4	18.3	10.9	21.7
30	44.28	10.9	21.6	9.7	18.9
35	39.63	9.4	20.6	8.4	15.9
40	35.06	7.8	17.6	7.0	12.8
45	30.64	6.1	14.1	5.4	9.7
50	26.40	4.5	10.8	4.0	7.0
55	22.33	3.2	7.8	2.8	4.6
60	18.50	2.0	5.1	1.8	2.6

The author set out to measure "to what extent family responsibilities affect the propensity of women to work outside the home" and how such factors as age, marriage and presence of children influence their working life. He states that "although there is no typical pattern of working life for women, estimates of the number of years of work likely to be performed by each age group in the female population can be developed on the basis of experience".

The problem was attacked by choosing a so-called "stationary population" adapted from the actuarial technique of measuring life expectancy. The population selected was an hypothetical group of 100,000 girl babies born alive in 1950. The data are American; naturally, Canadian figures would produce different results but many of the generalizations would probably apply to this country. The assumption was made that marriage rates, birth rates and death rates remain constant throughout the lifetime of any group of 100,000 girl babies born alive annually for an indefinite period.

The three major demographic factors used in the analysis all significantly affect the propensity of women to work, but age was found to be not nearly as important as marriage and the presence of children. Naturally, the latter two factors are intertwined, but under 1950 conditions by far the more important reason for keeping married women out of the labour force is presence of children rather than marriage. Because such a large part of the adult female population is made up of married women, "age is less important than the presence of children in determining the worker rates for all women".

Single women have relatively high worker rates at every age; but by the age of 20, one-half of all women in the United States are married and three-fifths of the married women at this age already have children. From age 22 on, such a high proportion of women are married that although their worker rates are much lower than those for single women the number who are working make up an important part of the female labour force. At age 30, three-fourths of women workers in the United States are married.

The peak of the worker rate for single women is in the late 20 age-group, when about 80 per cent are employed. This is close to the proportion of single men in the labour force. For married men of that age the rate is higher, but for married women of the same age it is much lower.

Throughout the twenties the worker rate for single women increases steadily, as does

the rate for the relatively small number of widowed, separated and divorced in that age group. But because such a high proportion of all women between 20 and 30 are married, the continuous decline in work participation by married women is sufficient to produce an over-all decline in worker rates for women.

At 20 the average woman can expect to live an additional 54 years and to work for 15 years. This is the average for all women whether they work a lifetime or not at all.

Because many factors in addition to disabilities and retirements enter into calculation of the work-life expectancy of those women who are working, it is more difficult to predict than the work-life for the whole female population. For this reason Dr. Garfinkle chooses a few groups whose work careers are more or less continuous, and for them he works out tables of probable working life.

For instance, he calculates work-life expectancy for working women who remain single. They usually continue to work until they are disabled or retire. For them work-life expectancy at 20 is about 40 years, considerably less than for men of the same age but much longer than for all women.

Another stable group of working women selected are those who have been married once, are living with their husbands, and who do not have children. At 20 their work life expectancy is 31 years.

Because few women enter or re-enter the labour force after age 50, the "over 50" group is also relatively stable. A calculation is made of the work-life expectancy for this group. At that age life expectancy of the working woman is about 26 years and work expectancy is 14 years, leaving some 12 years for retirement. (For working men of 50 on the average 23 years of life are still ahead, and work expectancy is 17 years, allowing six years for retirement.)

It is stated that "virtually all separations from the labour force up to age 35 are due to the combined effects of marriage and birth of children". The latter has now become the more important cause. For every woman who leaves work on marriage, three work until the first child is born.

Labour force exits due to childbirth are, of course, concentrated in the younger age groups. Other factors such as illness or disability become important after age 45. A rough estimate of the average number of years that women spend out of the labour force is 10 years.

It was established that "the presence of children of pre-school age is the predominant factor in keeping women, regardless of their age, out of the labour force". The

proportion of mothers of pre-schoolers who work runs between 10 and 15 per cent.

A higher proportion of mothers work when the children reach school age, but for women past age 25 it is less than one in three. Some mothers go to work when the children reach school age but, according to Dr. Garfinkle's calculations, they are still a small minority. Mothers between the ages of 25 and 39 are those most likely to take outside employment when the children go to school. But even in the age-group 30 to 34, which is the peak for accessions because children have reached school age, only about 8 per cent of the mothers whose children reach school age go to work.

When women go to work at 45 or over it is much more likely to be because of loss of a husband than because children have reached school age. By that time 16 per cent of the "ever married" women have moved into the "other" category. That is, they are widowed, separated or divorced. Dr. Garfinkle suggests that "women with husbands may stop work for minor disabilities, while women without husbands would be forced to continue working under the same circumstances".

Since a married woman usually has some choice whether to work or not, marriage is, of course, a factor in keeping her out of the labour force. But a much more compelling factor is the presence of children, particularly young children. The highest worker rates among married women are for those who have never had a child.

Charts are presented in the bulletin which show that the pattern of continuing to work after marriage and until birth of the first child is associated with the social and

economic conditions of 1950. In 1940 the picture was quite different. Then three out of four girls stopped work on marriage, which meant that with a much smaller proportion continuing after marriage there were fewer left to drop out on the birth of the first child.

In 1940 the event precipitating the drop-out was marriage; in 1950 it was childbirth. However, Dr. Garfinkle shows that the combined effect of these two factors is practically identical in the two years. In that decade there was a great change in the marital status of the women who make up the female working force. This reflects the higher marriage rates and the lowering of the age at marriage as well as improved economic conditions which made it easier for married women to continue working.

The work potential of a girl baby rose from 12.1 years in 1940 to 15.4 years in 1950. The greatest absolute increase in worker rates between 1940 and 1950 was for women who had never had a child. Even in 1940 this group at all ages except 20 had the highest worker rates among married women. If conditions continue to permit and encourage women to keep on working after marriage, there will be a growing group of married women in the labour force consisting of those who never have children. Many of them under 1940 conditions would have stopped work on marriage, and re-entry would not be as likely as continuation if there was no interruption. Since it has been shown that for the childless married working woman, work expectancy at 20 is 31 years, an increase in participation by this group will tend to lengthen the average work-life for women.

IUE Will Seek SUB Plan At General Electric

The International Union of Electrical Workers has announced that it will seek supplementary unemployment benefits in its 1958 bargaining with the General Electric Company.

The announcement was made following a late July meeting of the IUE's GE conference board at Atlantic City. Joe Callahan, head of the conference board, told the press that "we don't think job security is limited to supplementary unemployment

benefits either. Wages could also enter into the discussion."

He declared that the union is concerned with job security problems because of unemployment at GE. In May, the union said, employment in its GE bargaining units was down 11,000, or more than 10 per cent.

The IUE conference board is composed of representatives of some 70 union locals and covers 100,000 GE workers.

IUE's contract with GE runs until 1960 but is open next year for discussion of employment security matters.

Women in Canadian Banking

In January 1957 more than 33,000 women were in salaried positions in Bank of Canada, the chartered banks, The Canadian Bankers' Association

A survey in January of this year shows that more than 33,000 women are in salaried positions in the Bank of Canada, the nine chartered banks and The Canadian Bankers' Association, it is reported in an article, "Women in Canadian Banking," in the Summer 1957 issue of *The Canadian Banker**. Of the 33,000, the Bank of Canada has 550, the chartered banks 32,519, and the Association, eight.

Extracts from the article follow.

Women's Positions in the Bank of Canada

"Two of the main functions of the Bank of Canada are the issuing of currency and management of public debt. Most of the work of the women on the staff has to do with these two operations. The counting of unissuable notes received from the chartered banks is done by women. Ten note examiners scrutinize new notes as they come off the press in sheets of twenty-four, to see that both signatures are correctly printed thereon. Incidentally, the notes are printed by the British American and Canadian Bank Note Companies, signatures being added at the Bank of Canada itself.

"Managing the public debt includes the issuing, recording and redemption of bonds, and the payment of interest by cheque or coupon. A continuous audit is also made of the reserve of bonds, and audit clerks are there to check every withdrawal from or addition to the reserve. There are a number of women in supervisory positions, responsible for up to 40 female clerks. Women also hold positions as tellers.

"In addition to the foregoing, there are positions as secretaries and librarians. A specialist with economic training and now holding the title of chief librarian of the Bank of Canada is Miss Helen Costello. Farther up, in an administrative position, is Miss Mary Katharine Rowland as personnel officer.

"Miss Rowland is one of two women whose names are listed with the officers on the annual reports of Canadian banks. On January 1, 1952, Miss Rowland was appointed a personnel officer in the Bank

of Canada, where, as in the chartered banks, women outnumber the men. She is the administrative officer for the 550-odd women among the bank's total staff of 800...

Women and Branch Banking

"There are 4,445 branches of the chartered banks in Canada. Emergency needs for the staffing of these branches forced banks to entrust an increasing amount of work to women; and women with their innate interest in members of the human race are a 'natural' in branch banking, which abounds in human relations and is alive with problems requiring imagination and understanding service.

"The largest single occupational group among women in the branches is that of teller. Women now hold tellers' positions even in the first and second cages in the large city offices. The stenographer and ledgerkeeper groups are almost as large. Machine operators form an increasingly large number, as branch accounting processes become more mechanized, and there is a variety of other clerical jobs. Collection departments are typically staffed with women; many women are discount clerks; and the position of utility clerk is often held by a woman. Various banks report the following:

We have to advise that we do not have any female appointed accountants. However, we do have some performing duties in branches with say eight or less on the staff who are classed as utility clerks. Many are in charge of current account or savings departments and some are assistant accountants.

We have, for some time, been appointing women and a good number now hold the rank of accountant or assistant accountant.

We have three female appointed accountants on our staff...

We have some very capable young ladies in the accountant's department throughout the service, holding positions of responsibility and performing their duties in a very satisfactory manner.

"Women in foreign exchange 'trading branches' are holding positions which require a high degree of responsibility and skill.

"In large branches, proof, collection and discount departments are very often in the charge of women.

"Very few banks have more than one or two branches where no woman is employed.

*Permission to reprint extracts from the article, written by Helen Stephens of the Bank of Nova Scotia, Ottawa, was granted by C. S. Howard, Managing Editor of *The Canadian Banker*. Miss Stephens was winner of the D. R. Wilkie Scholarship Essay Competition in 1956.

It is not unusual, under present working conditions, to have female members of the staff even in the frontier mining branches.

"From information received I have chosen the following as representative of women in Canadian branch banking. They are from the number of their sex who have been given titles by their banks.

"Miss Mary Pollock of the Bank of Montreal is the first bank woman in Canada to hold the title 'assistant to the manager,' being appointed to the position in February of this year at her bank's branch at Sherbrooke and Drummond Streets, Montreal.

"Miss Pollock spent some time finding employment 21 years ago. In 1936 it was not easy. The one place she was sure she did not want to be was a bank, but after submitting applications to all the usual places with no results, she was offered a post by the Bank of Montreal as a temporary stenographer, replacing one who was having an appendix operation. The temporary position lasted only four weeks. Later on, when the stenographer who had the operation resigned to be married, the branch accountant remembered Miss Pollock and asked her to come back. She has been with the Bank ever since.

"Miss Irene Reynolds, Assistant to the Manager, Bank of Montreal, is a bank woman who is recognized by her bank for successfully taking a very active part in the lending business which, as we are all aware, is one of a bank's chief functions—putting deposits to work in the form of loans to individuals and business concerns. Miss Reynolds' duties in her bank's Saskatoon branch for the past 28 years have been in this field and she has been in charge of the liability department for more than 20 years. Her duties include personal and farm improvement loan applications and the preparation of commercial account statements. Very few women have been allowed to carry out these interesting and responsible duties in the credit work of a bank. In a western branch, over the years 1928 to 1956, Miss Reynolds has achieved a name for herself in this field and has thus reflected credit on bank women in general.

"Irene Reynolds started to work in the Bank at Outlook, Saskatchewan, during the first war, when young men were joining the services and branches of chartered banks were having difficulty in maintaining adequate staff. She started at the bottom as junior clerk, 'peddled drafts' and worked her way up through various posts to that of teller. In 1927 she was transferred to Regina where she held a teller's post for two years.

"Although it was her intention upon entering the bank to stay for only a year, Miss Reynolds found the work sufficiently interesting to make it her chosen vocation, and this in spite of many offers of employment from outside sources...

"Bank woman Miss Jeanne Arbuckle, of the Toronto-Dominion Bank, it appears, is recognized by her bank as a 'business-getter'. When, in November 1956, a new branch of her bank was opened at Eighth Avenue and Nanaimo Streets, Vancouver, she was appointed acting accountant. Three months later, in February of this year, she was appointed accountant...

"One of the outstanding bank women is Miss Marguerite Cannon, assistant accountant in the Owen Sound office of The Canadian Bank of Commerce. She started her banking career in 1925, six years after the branch was opened...

Head Offices and Regional Offices

"Many responsible positions are held by women in the regional and head offices of Canadian banks. In one instance, at least, a woman with women assistants manages the bank's register of shareholders, a position which involves the sending out of dividends and other very important work. Women do skilled work in the investment, staff, chief accountant's and other departments. They also hold positions as office supervisors in head office departments. Most of the banks stress the fact that all promotions are made from staff—a policy that applies right to the executive levels.

"Still following the modern trend, university-trained women find a place performing duties of a specialized nature. Staff magazine editors, Miss Ruth Manson and Mrs. Jocelyn Classey, hold university degrees. Some banks have graduate dietitians in their cafeterias. A bank reports: 'Some of our secretaries have college degrees, but a degree is not an essential prerequisite to holding such a post.'

"Most of the banks have university-trained librarians, trained also in economics. Mrs. Elizabeth Hearn, a chief librarian, has been in banking for a number of years, starting as an economist...

"Miss Anita Martin, who is concerned with the preparation of statistics and economic research in another bank, is a graduate of Queen's University. She has made a name for herself among the initiated as a sound observer and analyst, also as a writer of lucid prose on economic subjects.

"A specialist, listed with the other bank officers on a bank's annual report, is

Dr. Lucy Morgan, Manager of the Economics Department, The Bank of Nova Scotia.

"Two years ago Dr. Lucy Morgan was appointed as manager of the economics department in her bank's general office in Toronto. She has full responsibility for supervising the work of her department, which has a staff of nine who study and analyze economic material of all kinds. They prepare reports and memoranda on general business conditions, prices, employment, retail trade and capital investment, markets for all sorts of commodities, banking and monetary trends and many other subjects, for the use of officers of the bank, and sometimes for customers. In addition, they prepare the Bank's *Monthly Review*...

The Canadian Bankers' Association

"Women also are employed on the staff of the CBA as secretaries, stenographers, bookkeepers and junior clerks. The senior stenographer and bookkeeper are engaged in the compilation of statistics, mainly where arrangements have been made with governmental branches for provision of banking data. Senior stenographers are allowed to draft their own correspondence with banks and others, and for the ambitious woman with energy and spirit there is opportunity for advancement within the Association:

"There is also opportunity for writers. The official publication of the Association is *The Canadian Banker*, which 'would welcome a greater interest by bank women as both writers and readers'.

"The Association sponsors the Fellows' Course for bankers. This is given by correspondence from Queen's University. The course has always been open to women but comparatively few have taken advantage of it. Miss Mary Pollock, mentioned earlier in this article, is a Fellow of The Canadian Bankers' Association. It is stated that this course, along with bank training, is of university standard. At present there are only eleven women in a total enrolment of 300. However, most banks are represented by these women from Grand Falls, Newfoundland, to White Rock, British Columbia.

"In spite of the fact that Canadian banks have the 'new look' both inside and out, they remain intrinsically the same sound, reliable and conservative institutions which have weathered economic crises in the past and have been a mainstay in the development of Canada.

"The impressive fact today is that, where once stenography was the only assured 'shoehorn' women had to employment in a bank, now they hold, and have 'made good' in, a variety of responsible posts."

Extent of Workers' Participation in Management in West Germany

Biennial report of German Trade Union Federation reveals that fewer than half of the workers' representatives on boards of management are themselves workers. Four Acts provide basis for "co-determination"

The degree to which workers in the German Federal Republic participate in management of enterprises in the country is explained in the biennial report of the German Trade Union Federation, recently issued.

The participation of the workers in management in the German Federal Republic has been regulated by four Acts. They are: the Act Concerning Co-determination, May 21, 1951; Works Constitution Act, July 30, 1952; Representation of Public Servants Act, August 5, 1955; Act of August 7, 1956 (supplementing 1951

Act) for extension of co-determination to holding companies producing coal, iron and steel.

The theory of "co-determination" is equal partnership of capital and labour in the operation of an enterprise, and was introduced in the Ruhr steel plants in 1947, when British occupation forces took over the plants.

Fearing that co-determination might end when the plants were returned to private interests, German trade unions undertook, in 1951, a campaign for legislation to continue the idea and extend it to the mining industry. The campaign was successful.

The 1951 Act provides for equal representation of workers and shareholders on boards of supervision of projects. Generally there are 11 persons on these boards. Five represent the workers, five the shareholders. The eleventh member is nominated by a majority of the members of the board, including at least three from each group. One member of each group must be independent, that is, he must not be an official or employee of a trade union or employers' association, nor may he have any interest in the undertaking of a financial nature or work in it.

Two of the worker representatives (one a manual worker and one non-manual) are nominated by the Works Council from among employees of the undertaking; one is nominated by the trade union representing the majority of the workers; one by the federation to which the union is affiliated; and one—the independent member—by the trade union. The Works Council must be consulted about nomination of the latter three.

An analysis of the workers' representatives' occupations as shown in the biennial report is as follows:

Senior salaried staffs, directors and business managers, 16.3 per cent; managers, senior government officials, burgomasters and Members of Parliament, 4.5; newspaper editors, 1.0; chartered accountants, 1.6; professors, school teachers, 1.0; established officials, 4.0; lawyers, 3.5; technical salaried employees, 5.0; senior mine foremen, 5.0; commercial employees, 9.0; skilled manual workers, 12.5; miners, 14.0; semi-skilled workers, 0.6; permanent trade union officials, trade union experts, advisers and employees of the trade unions, 22.0 per cent.

The foregoing shows that fewer than half the workers' representatives are themselves workers. The Trade Union Federation's policy decrees that the majority of worker representatives should be wise, experienced, moderate trade union officials, or men of this type in other walks of life, acceptable to the unions, and also that the unions shall have the right of veto over candidates elected by the workers.

The Federation adopted its policy because "competent representatives were seldom available in sufficient numbers" among the workers of an enterprise, and also because a popular choice of the workers might not be the most suitable person for the job.

Persons selected by the Works Council are almost invariably its chairman and vice-chairman, the former a wage-earner, the latter a salaried employee. The other

three labour members are usually named by the German Trade Union Federation, and the Metalworkers' Union, and the third—who must come from outside union circles—by the two unions. This latter member is usually a government official.

Top management, according to the 1951 Act, consists of a board of management, normally composed of a production manager, a commercial manager and a labour manager, with a monthly rotation of chairmanship. The labour manager has the same rights as the other members of the committee, but he is not considered as duly elected unless a majority of worker representatives on the board of supervision vote for him as well as for the board as a whole.

The labour manager is required to reconcile social requirements of the workers with the economic plans of the undertaking. However, to be successful in his task, he must have had considerable managerial experience. Many of the labour managers are men who have gained administrative experience in politics or in government service rather than in industry. This is because only limited numbers of executives in Germany were ever wage-earners.

Under the Works Constitution Act of 1952, in all undertakings in private industry (including mining, iron and steel industries) with not fewer than five regular employees entitled to vote, the workers elect a Works Council. In undertakings with more than 100 employees there must also be an economic committee composed of representatives of the owner and workers, in equal numbers, the latter including at least one member of the Works Council.

There are two other groups provided for in undertakings. These are an assembly—made up of all employees—and a general council for undertakings having several establishments.

The Works Council participates in the management of the undertaking as regards social, personnel and economic matters. Action on a number of matters including hours of work, leave arrangements, vocational training, piece rates, methods of remuneration and the works rules can be taken only with the consent of the Works Council.

If agreement cannot be reached, the matter may be referred to a mediation board composed of workers and management in equal numbers, and the board's decision is binding. Works agreements may also deal with other social matters, but such agreements are voluntary. Social matters already governed by a collective agreement (or by legislation) cannot be regulated by a works agreement.

The Works Council has certain rights concerning the changes of jobs, hiring and firing. In economic matters it can interfere only where action of an employer may have direct bearing on the level of employment. The employer is not bound by council recommendations on economic matters, but must pay compensation if he fires workers contrary to a conciliation proposal of the council.

There is also provision in the 1952 Act for participation of workers in management by virtue of membership of the board of supervision.

In all joint stock companies (except those in the steel, iron and mining industries) one-third of the members of the board of supervision must be elected by the employees of the undertaking. The representatives of the workers have the same rights as the shareholders. A prescribed number of the former must themselves be employed in the undertaking—the remainder need not be.

The Representation of Public Servants Act of 1955 applies to all officials, salaried employees and employees of the federal administration, of public corporations, institutions and foundations and of the federal courts. The Act establishes a

scheme for staff representation and consultation for federal employees, and it also defines the principles which are to underlie regulations relating to these matters for employees in the provincial administrations. However, at the same time it explicitly safeguards the freedom of association of public servants and the rights of trade unions and employers' associations.

Staff representation is entrusted to bodies set up at the various administrative levels. A staff committee must be established in any unit covered by the Act normally employing five persons entitled to vote.

Generally speaking, the functions of the staff committee are to submit to the chief of the unit proposals relating to the improvement of the conditions affecting the unit and its staff, to ensure that statutory and contractual provisions are observed, to assist in the settlement of individual requests and to ensure that a proportion of persons requiring special protection—disabled soldiers, for example—is recruited.

The Act of 1956 extended a measure of "co-determination" to holding companies concerned with the production of coal, iron and steel. This legislation also contains provisions for representation of workers on management boards and the appointment of a labour manager.

Canadian Farmer-Labour Co-ordinating Council Holds First Meeting

The Canadian Farmer-Labour Co-ordinating Council, successor to the Farmer-Labour Economic Council, which recently held its first meeting in Winnipeg, is the first body of its kind to give representation to provincial as well as national organizations. The former body represented national organizations only. Official representatives present at the meeting of the new council were from the Canadian Labour Congress and the Interprovincial Farm Union Council, as well as from provincial bodies of the national organizations.

The chairman of the new council is James Patterson, President of the Manitoba Farm Union and of the Interprovincial Farm Union Council. CLC Executive Vice-president Gordon G. Cushing and Albert Cormack, President of the Ontario Farm Union, were elected Vice-chairmen. Howard Conquergood, CLC Director of Political Education, is Secretary-Treasurer of the Council.

Among the policies approved at the first meeting were: the principle of a check-off for farm membership dues; a substantial increase in the Colombo Plan, a large part of this increase to be in the form of Cana-

dian farm produce; and the placing of the Wheat Board under the Department of Agriculture instead of the Department of Trade and Commerce.

These recommendations came from the farm union group, while the CLC asked the farm organizations to support its demands for collective bargaining for all government employees and the placing of immigration under the Department of Labour, as well as the establishment of an advisory committee on immigration which would recommend changes in legislation, administration and policy.

During the coming year there is to be an exchange of speakers and of general information, and preparation and promotion of joint briefs by the national bodies.

Among the farm union representatives present were: Robin Maling, British Columbia; Henry Young, Alberta; Olaf Turnbull, Saskatchewan; Herbert MacIntosh, Manitoba; and Gordon Hill, Ontario. Representatives of the federations of labour for the same provinces respectively were: George Home, Charles Gilbert, John Poth, CLC Vice-president Donovan Swailes, and Sam Hughes.

"Call It Rehabilitation"

Department's new film on rehabilitation now ready for distribution. Designed to stimulate interest in the co-ordination of rehabilitation services within communities, film available through NES local offices

The Department's new film on rehabilitation is now ready for distribution.

"Call It Rehabilitation" is designed to stimulate interest and action in the co-ordination of rehabilitation services within communities. Its message is directed not only to those working the field of rehabilitation but also to the general public, since such a community program needs the support and understanding of the whole community, and particularly that of employers. Thus it is suitable for showing before a wide range of groups, including service groups (Rotary, Kinsmen, etc.), Chambers of Commerce, Boards of Trade, trade unions, employers' associations, and many others.

The film was produced by the National Film Board for the Civilian Rehabilitation Branch of the Department of Labour on the recommendation of the National Advisory Committee on the Rehabilitation of the Disabled, and in co-operation with the Special Placements Division of the Unemployment Insurance Commission and the Departments of Veterans Affairs and National Health and Welfare.

"Call It Rehabilitation" is the story of an imaginary Canadian community—how it awakened to the needs of its disabled citizens, and how it might have gone about the task of organizing its resources so that they could be used to the best advantage for the rehabilitation of its handicapped men and women. It is based on actual experience in Canada.

Many communities have found that a plan for the co-ordination of their existing facilities need not be very complicated, and that the maximum use of these facilities can often be achieved with little or no additional expense. When the need for co-operation is realized, and the various agencies in the community have the will to work together, the foundations of a community plan are already in existence.

Separate English and French versions of the film have been made, this having been found desirable in order to make the story realistic in the light of situations in English and French Canada. The English

version has a running time of 33 minutes; the French version, 38 minutes.

During the three months starting September 1 arrangements have been made for the distribution of the film through the local offices of the National Employment Service throughout Canada. Therefore any group that wishes to have a showing should apply to the nearest local office manager.

* * *

Unlimited Skills Incorporated, Montreal, a company whose sole purpose is to provide employment for disabled persons, now employs 30 handicapped persons, but work for 300 is needed to fill the needs of employable disabled citizens in the city, Harry Ward, General Manager of the company, told members of the Montreal-Westward Rotary Club recently.

Since the company was started in Montreal 15 months before, Mr. Ward said that 14 workers had been sent back to industry, making room for other employees in Unlimited Skills. He emphasized the point that the firm is not a "sheltered workshop" but a normal business organization operating under the same rules as any other industry.

"Disabled persons don't want charity. They just want one break," said the speaker. He urged Montreal companies to turn over to Unlimited Skills a proportion of the smaller jobs ordinarily sublet to outside labour, on the usual competitive basis. Jobs performed by the handicapped workers include collating, packaging, piece marking, deburring, and light electrical and mechanical assembly.

* * *

Changes in building design to remove many of the difficulties encountered by handicapped people are required by recent changes in the building code of the state of Pennsylvania. The new regulations, which apply to buildings of 30,000 or more square feet, require that there shall be safe entrances and exits for the disabled, a ramp with handrails and a surface that will not become slippery, and many other features that will make the buildings more readily accessible to persons in wheelchairs and on crutches.

Women Office Workers in 1880

Article reprinted from magazine of that year gives interesting account of wages, hours and working conditions of female employees of London, England, insurance company that employed 170 "young ladies" as clerks

There were 170 female clerks employed by a London, England, insurance company 77 years ago, according to an article in the *Girl's Own Paper* of 1880 that has been reprinted in the *Insurance Guild Journal*.

The article gives an account of their wages, hours and working conditions—among the latter was complete segregation from the male clerks working in the establishment—that should be of interest to present-day female office workers.

The article follows:

"There are some establishments in London which employ considerable numbers of young ladies as clerks. Foremost amongst these is a well-known Assurance Company whose staff may well be referred to as a model of careful organization.

"The young ladies employed by this company must be the daughters of professional men, clergymen, doctors, officers in the army and navy, merchants, and of similar social grade. Their comfort is well attended to, and much kind forethought seems to have been shown to everything connected with them.

"Their hours are from ten in the morning till five in the evening, with an hour between one and two for luncheon. Luncheon is provided in the building—and well provided, too—at the exact sum which it costs. When it is over there is time left for a walk. On the streets? Oh, no; on the roof. The roof has been fitted up as a promenade for the young ladies, and there, on a pretty, extensive exercising ground, they can enjoy the fresh air and have interesting views of the slate mountains and volcanic chimneys of the neighbourhood, whilst in the distance Hampstead hills may be seen on a clear day.

"There is a library filled with interesting books for those who care to read, and for the musical a singing class is provided, meeting at regular intervals. Both are largely taken advantage of. The news of the day should be well understood,

for each young lady takes a newspaper home with her every second day, one newspaper being allowed to every two.

"And what about the work? That is much the same as falls to the lot of insurance clerks in general. It contains nothing at all intricate, and for its execution requires nothing but ordinary ability and extraordinary accuracy. The examples of accuracy we saw on the occasion of a recent visit were such that if our living depended on our furnishing similar specimens, we would entrust you, girls, to allow of our retiring on a pension into private life.

"The salary begins at £32 a year and rises by stages of £10 till at the end of a few years a young lady finds herself in the enjoyment of £100 or so of annual income, after which she will, no doubt, be content.

"There can be no question about the fact that the young ladies like the employment and that the experiments of employing them as clerks in this instance—thanks, no doubt, to judicious management—has been a decided success. This Assurance Company began, in 1872, with the employment of ten young ladies, and their staff now includes no fewer than one hundred and seventy.

"Over young men young ladies possess several advantages as clerks. For the same salary you would not get such a respectable class, and it is a doubtful point whether you would get the same amount of steady application. Women, again, as a rule, are more happy and contented; a man must in the nature of things be pushing ahead, and after he has been three or four years at work, he is pretty sure to be marrying and settling down and so requiring a larger income.

"A considerable number of young men are employed in the office of which we have been giving an account, but with them the young ladies never come into personal communication."

50 Years Ago This Month

**Collapse of superstructure of Quebec Bridge causes death of 65 workers
Eleven others injured and damage estimated at \$1½ million. Lessening
noted in year-long labour shortage. Demand for capital exceeds supply**

On August 29, 1907, part of the superstructure of the Quebec Bridge over the St. Lawrence, which had been under construction since 1900, collapsed without warning and caused the death of 65 men working on the bridge at the time. Eleven others were injured. Material damage was at first estimated at \$1,500,000, but the estimate was later reduced.

According to the account of the disaster contained in a special article in the *LABOUR GAZETTE* of September 1907, more than 80 men were working on the bridge when the accident occurred. Most of those killed were either crushed by falling material or drowned in the waters 150 feet below. Some 40 of the employees were Indians from Caughnawaga, Que. On August 31 most of the bodies were still missing.

A relief fund for the families of the victims was opened by the mayor of Quebec with a contribution of \$2,000 by the city. (It was reported in the October issue of the *LABOUR GAZETTE* that the fund was closed when total contributions received had reached \$11,569. The Quebec Bridge Company allowed "for the present" \$150 to each widow, the same amount to parents who had lost their sole means of support, \$25 to each orphan child, and \$100 to the relatives of single men, "the same to be paid monthly, or in special cases in one sum, if deemed advisable," as the *LABOUR GAZETTE* put it.)

The labour scarcity, which had been felt in most parts of Canada in the previous year, persisted in 1907. In August, however, the *LABOUR GAZETTE* said that it was "less pronounced than at the corresponding period of 1906". A light crop in the West and in Ontario helped to lessen the demand for labour. It was reported that "the demand for capital in almost every branch of industry exceeded the supply".

The September 1907 issue of the *LABOUR GAZETTE* also reported that:

—Under the terms of a five-year agreement 24 stereotypers working in seven offices in Toronto had their wages raised to \$18 a week for journeymen and \$22 a

week for foremen. The men were working an eight-hour day.

—An increase of 10 per cent was granted to a number of cotton mill employees in Montmorency, Que., who had been "previously receiving minimum rates". City firemen at Brantford, Ont., had their wages increased 10 to 25 cents a day.

—An increase was granted to locomotive engineers employed by the Grand Trunk Railway in a three-year agreement reached after an investigation conducted by a board under the Industrial Disputes Investigation Act, 1907. Freight handlers employed by the Intercolonial Railway also obtained an increase as a result of the finding of a conciliation board appointed under the Conciliation and Labour Act, 1906.

—A strike of journeymen barbers at London, Ont., in July resulted in a wage increase from \$10 to \$11 a week for the men. They were also granted 50 per cent of the receipts over \$17. They had demanded \$12 a week and 50 per cent of receipts over \$18 a week. Ten shops and 20 men were involved in the dispute.

—The cost of living was rising, with butter, eggs, fruit, vegetables and other produce throughout the country "exceptionally high in price for the season". Coal advanced 50 cents a ton in Ottawa and other places. In Western Canada, owing to a railway car shortage, some concern was felt about the supply of fuel for the coming winter.

—An order-in-council was passed by the Dominion Government in August which was intended to strengthen the enforcement of the Fair Wages Resolution of 1900. This order-in-council required contractors to post in a conspicuous place on the public works under construction the schedule of wages inserted in their contracts for the protection of the workmen employed, and to keep a record of payments made to workmen in their employ which was to be open to inspection by fair wage officers of the Department of Labour. This measure had been recommended by the Deputy Minister of Labour in his previous report to Parliament.

INTERNATIONAL LABOUR ORGANIZATION

135th Session of the Governing Body

The 135th Session of the Governing Body of the International Labour Organization was held in Geneva May 27 to June 1.

The Canadian Government was represented by Dr. George V. Haythorne, Assistant Deputy Minister of Labour, accompanied by Harry Jay of the Canadian Permanent Mission to the European Office of the United Nations as substitute delegate. Claude Jodoin, President of the Canadian Labour Congress, a deputy worker member on the Governing Body, was also present.

During the opening ceremonies the Chairman referred with regret to the death of Cyril Vincent Phelan, late Canadian Director of the ILO. Later in the meetings Dr. Haythorne made a statement on Mr. Phelan's death (L.G., Aug., p. 960).

Director-Generalship

The Governing Body approved unanimously a resolution requesting that David A. Morse be reappointed as Director-General of the ILO for a further period of five years on the expiry of his initial appointment in September 1958. Mr. Morse, whose work was referred to in the assembly with high praise, agreed to accept the reappointment.

Agenda of the 43rd (1959) Conference

It was agreed that to help it in reaching a decision on items for the 1959 International Labour Conference the Governing Body should receive the following material:

—More detailed proposals for a general discussion by the Conference of the problems of non-manual workers, including technicians, supervisory staff, etc.

—Law and practice reports on: equality of treatment of nationals and non-nationals (social security), protection of workers against radiations, and placement in agriculture (including the organization of employment services).

It was also agreed that the following questions should be considered for the purpose of deciding on the agenda of the 43rd session in 1959 without the submission of further law and practice reports: reduction of hours of work, technical assistance, and collaboration between public authorities and employers' and workers' organizations on both industrial and national footings.

Two questions likely to be carried over from the 42nd session for a second discussion in 1959 are: organization of occupational health services in places of employment, and conditions of work of fishermen.

Forced Labour

It was agreed that the report of the second session of the *ad hoc* committee on forced labour held during the spring of 1957 should be submitted to the ILO Conference at its 40th session, transmitted to the United Nations, and brought to the attention of employers' and workers' organizations in various countries. A discussion of the contents of the report should be postponed, it was decided, to the 137th session of the Governing Body.

Safety and Health in Dock Work

Reports of two meetings of experts on safety and health in dock work were considered by the Governing Body. The first of these concerned the standardization of certificates and registers relating to the test and examination of lifting machinery and gear used in the loading and unloading of ships. The Governing Body decided to circulate this report to governments urging them to adopt as soon as possible certificates and registers modelled on the recommended forms.

Capt. W. E. Harrison, Steamship Inspector, Department of Transport, was a member of this meeting of experts. It was decided to adopt Canadian forms as a basis for the preparation of standard forms both of certificates and the register.

The second meeting concerned the preparation of a code of practice on safety and health in dock work. Capt. Harrison also attended this meeting. The Governing Body took note of the report of the meeting. The code of practice on safety and health in dock work, when published, is to be accompanied by a note explaining that the code is to be taken as a body of advice and not as a set of regulations.

Freedom of Association

The Governing Body approved the 26th report of its Committee on Freedom of Association dealing with eight cases of alleged infringement of trade union rights. Two of these cases were dismissed without action. On a series of four cases concerning Chile a number of recommendations for action by the Chilean Government were approved and further information was sought on certain points.

In a case concerning the United Kingdom with respect to Cyprus it was agreed that the attention of the Government should be drawn to the Governing Body's view regarding the danger of abuse in the practice of holding persons indefinitely in cus-

tody without trial. It was agreed that other allegations made with respect to the right to strike and freedom of association did not call for further attention.

Consideration of a case concerning South Africa was postponed. The Governing Body referred to its Committee on Freedom of Association and to the International Labour Conference a communication received from the Government of Hungary containing observations on the resolutions and recommendations relating to freedom of association in Hungary, which were adopted by the Body at its 133rd and 134th Sessions.

Other Matters

Other matters dealt with by the Governing Body included the reports of certain committees and the composition of others, and the agenda and composition of a technical tripartite meeting of the timber industry to be held in 1958. Twenty-four countries, including Canada, are to be invited to send representatives to this meeting.

136th Session of the Governing Body

The 136th Session of the ILO Governing Body was a brief session held in Geneva on June 28, with Sir Guildhaume Myrddin-Evans, government representative of the United Kingdom, in the chair. The Canadian Government was represented by Dr. G. V. Haythorne, Assistant Deputy Minister of Labour, accompanied by Paul Goulet, Assistant to the Deputy Minister of Labour and Director of the ILO Branch. W. A. Campbell, Canadian Westinghouse Ltd., was the employer member; and Claude Jodoin, President of the Canadian Labour Congress, was a substitute worker member.

The principal business was the election of officers. E. Calderon Puig, representative of Government of Mexico, was unanimously elected chairman. P. M. Waline of France was unanimously re-elected employers' Vice-chairman, and Sir Alfred Roberts of the United Kingdom was unanimously chosen as the workers' Vice-chairman.

On a question arising out of the Director-General's report, the Governing Body decided by 28 votes in favour, 9 against, and 3 abstentions (including the Canadian

Government representative) to place the question of hours of work on the agenda of the 1958 Conference for general discussion, and requested the Director-General to prepare an appropriate report for submission to the Conference.

The Governing Body authorized the Director-General to communicate to the United Nations the resolution adopted at the 40th Session of the Conference concerning abolition of concentration camps and the deportation of national minorities.

Other business mainly concerned the appointment of Governing Body committees and of Governing Body representatives on various bodies, and the composition of committees. The places and dates of various meetings to be held during the second half of 1957 were decided on.

The Governing Body decided that its 137th Session should be held in Geneva from October 29 to November 1, with meetings of Governing Body committees and groups from October 23 to 28. A draft program of meetings for the session was adopted.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during July. The Board issued five certificates designating bargaining agents, ordered two representation votes, and rejected two applications for certification. During the month, the Board received six applications for certification, one application for revocation of certification and allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. International Union of Operating Engineers, Local 796, on behalf of a unit of heating plant operators employed by Pronto Uranium Mines Limited, at the company's mines in Long and Spragge Townships in the District of Algoma, Ont. The United Steelworkers of America intervened (L.G., July, p. 843).

2. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and boiler room helpers employed by Algom Uranium Mines Limited at its Algom-Nordic Mine in Township 149, Algom-Quirke Mine in Township 150, and Elliot Lake Township in Township 149, in the District of Algoma, Ont. The United Steelworkers of America intervened (L.G., July, p. 843).

3. General Truck Drivers' Union, Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of local and highway drivers, dockmen and mechanic assistants employed by the Ottawa Transportation Co. (1945) Limited at its Ottawa terminal. The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 880, intervened (L.G., Aug., p. 969).

4. and 5. The International Union of Mine, Mill and Smelter Workers on behalf of two units of employees of the National Harbours Board at Port Colborne, Ont. One of the units comprised regular hourly rated employees and the other comprised casual stevedores. (L.G., Aug., p. 969).

Representation Votes Ordered

1. Canadian Dyno Employees' Association, applicant and intervener, International Union of Mine, Mill and Smelter Workers, applicant and intervener, and Canadian Dyno Mines Limited, respondent. The Board directed that the names of both applicants be on the ballot (L.G., July, p. 844 and Aug., p. 969) (Returning Officer: A. B. Whitfield).

2. Fred McShane, N. H. Treanor, J. McCrie and L. Rampen, applicants, the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, respondent, and the Canadian Broadcasting Corporation, respondent. The Board ordered a vote of the employees following consideration of an application for revocation of certification (L.G., July, p. 844) (Returning Officer: F. J. Ainsborough).

Applications for Certification Rejected

1. International Union of Mine, Mill and Smelter Workers, applicant, Pronto Uranium Mines, Limited, Algoma Mills, respondent, and the United Steelworkers of America, intervener. The application was rejected for the reason that the applicant had not established that the application was supported by a majority of the employees in the bargaining unit deemed appropriate by the Board (L.G., July, p. 843).

2. International Union of Mine, Mill and Smelter Workers, applicant, Algom Uranium Mines Limited, Elliot Lake, Ont., respondent, and United Steelworkers of America, intervener. The application was rejected

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

for the reason that an examination of the applicant's membership had not demonstrated that the application was supported by a majority of the employees affected (L.G., Aug., p. 969).

Applications for Certification Received

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company employed in its Office of Data Centre, Toronto (Investigating Officer: C. E. Poirier).

2. Vancouver CPR Shipyard Workers' Union, Local 1552, CLC, on behalf of a unit of maintenance personnel employed

by the Canadian Pacific Railway Company, British Columbia Coast Steamship Service, in the Maintenance Shop at the CPR Pier, Vancouver (Investigating Officer: G. R. Currie).

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of York Cartage Registered, Montreal (Investigating Officer: R. Duquette).

4. United Steelworkers of America, on behalf of a unit of employees of Can-Met Explorations Limited, Quirke Lake, Ont. (Investigating Officer: A. B. Whitfield).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes con-

cerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Establishment of Labour-Management Production Committees (LMPC's) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPC's, the Service provides publicity aids in the form of booklets, films and posters.

5. United Steelworkers of America, on behalf of a unit of employees of Milliken Lake Uranium Mines Limited, Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

6. International Union of Operating Engineers, Local 796, on behalf of a unit of operating engineers and operating engineers' helpers employed by Stanrock Uranium Mines Limited, Township 144, District of Algoma, Ont. (Investigating Officer: A. B. Whitfield).

Application for Certification Withdrawn

Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of

America, applicant, and McNeil Transport Limited, Montreal, respondent (L.G., Aug., p. 969).

Application for Revocation of Certification

Thomas A. Willis, *et al*, applicants, the National Association of Broadcast Employees and Technicians, respondent, and Kawartha Broadcasting Company Limited, Peterborough, Ont., respondent (Radio Station CHEX). The application was for revocation of the certification issued by the Board March 19, 1953, to the National Association of Broadcast Engineers and Technicians in respect of a unit of employees of The Brookland Company Limited (Radio Station CHEX). (Both the union and company names were changed to their present form since the certification was issued) (L.G. 1953, p. 697).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Reimer Express Lines, Winnipeg, and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 979 (Conciliation Officer: J. S. Gunn).

2. Canadian Broadcasting Corporation, Vancouver, and Building Service Employees' International Union, Local 244 (Conciliation Officer: G. R. Currie).

3. Charlottetown Hotel, Charlottetown, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: H. R. Pettigrove).

4. Bessborough Hotel, Saskatoon, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: J. S. Gunn).

5. Polymer Corporation Limited, Sarnia, and Oil, Chemical and Atomic Workers International Union (Conciliation Officer: F. J. Ainsborough).

6. Westward Shipping Limited, Vancouver, and National Association of Marine Engineers (Conciliation Officer: G. R. Currie).

7. Canadian Pacific Railway Company (British Columbia Coastal Steamships), Canadian National Steamship Company,

Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

Settlements Reported by Conciliation Officer

1. Hudson Bay Mining and Smelting Company Limited, Flin Flon, Man., and Flin Flon Base Metal Workers Federal Union No. 172 and seven other International Unions (Conciliation Officer: J. S. Gunn) (L.G., Aug., p. 969).

2. United Keno Hill Mines, Elsa, Yukon Territory, and International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie) (L.G., Aug., p. 969).

3. Ogilvie Flour Mills Company Limited, Edmonton, and United Packinghouse Workers of America, Local 396 (Conciliation Officer: J. S. Gunn) (L.G., July, p. 845).

4. Ogilvie Flour Mills Company Limited, Winnipeg, and United Packinghouse Workers of America, Local 520 (Conciliation Officer: J. S. Gunn) (L.G., July, p. 845).

5. Trans-Canada Air Lines and Trans-Oceanic Lodge 1571, International Association of Machinists (Conciliation Officer: R. Trépanier) (L.G., July, p. 845).

Conciliation Boards Appointed

1. McCabe Grain Company Limited (Seed Plant Division), St. Boniface, Man., and International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., June, p. 712).

2. Westward Shipping Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Aug., p. 969).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in June to deal with matters in dispute between Bicroft Uranium Mines Limited and United Steelworkers of America (L.G., Aug., p. 970) was fully constituted in July with the appointment of Magistrate J. A. Hanrahan, Windsor, as Chairman. Magistrate Hanrahan was appointed on the joint recommendation of the other two members, W. O. Lafontaine, Schumacher, Ont., and Lloyd Fell, Toronto, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in June to deal with matters in dispute between Greyhawk Uranium Mines Limited and International Union of Mine, Mill and Smelter Workers (L.G., Aug., p. 970) was fully constituted in July with the appointment of Magistrate J. A. Hanrahan, Windsor, as Chairman. Magistrate Hanrahan was appointed on the joint recommendation of the other two members, Alexander Harris, Toronto, and Drummond Wren, Agincourt, Ont., who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in June to deal with matters in dispute between Canadian Pacific Air Lines Limited, Vancouver, and International Association of Machinists, Canadian Airways Lodge No. 764 (L.G., Aug., p. 970) was fully constituted in July with the appointment of Adam Bell, Victoria, as Chairman. Mr. Bell was appointed by the Minister in the absence of a joint recommendation from the other two members, John Gould and Albert Alsbury, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

4. The Board of Conciliation and Investigation established in June to deal with matters in dispute between the Canadian National Railways (Canadian National Newfoundland Steamship Service) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Aug., p. 970) was fully constituted in July with the appointment of Magistrate W. F. Lane, Moncton, N.B., as Chairman. Magistrate Lane was appointed by the Minister on the joint recommendation of the other two members, Prof. Arthur Meagher, Halifax, and Henry Harm, Moncton, N.B., who were previously appointed on the nomination of the company and union respectively.

5. The Board of Conciliation and Investigation established in July to deal with matters in dispute between McCabe Grain Company Limited (Seed Plant Division) St. Boniface, Man., and the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (see above) was fully constituted in July with the appointment of R. H. Hooper, Winnipeg, as Chairman. Mr. Hooper was appointed by the Minister on the joint recommendation of the other two members, F. Howard Gorsline and Gordon Ritchie, both of Winnipeg, who were previously appointed on the nomination of the company and union respectively.

Settlement before Board Fully Constituted

Commercial Cable Company and Seafarers' International Union of North America, Canadian District (L.G., July, p. 845).

Settlements following Board Procedure

1. Eastern Air Lines, Inc. (Traffic Division) and International Association of Machinists (L.G., Aug., p. 973).

2. Dominion Shipping Company Limited, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 575).

Strike following Board Procedure

Canadian National Steamships (West Indies) Limited, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 575).

COLLECTIVE AGREEMENTS

Paid Statutory Holiday Provisions in Collectively Bargained Agreements

Trend to more liberal paid statutory holiday provisions in collective agreements in manufacturing industries, previously noted, duplicated in non-manufacturing. Provision for 8 or 9 holidays is most frequent

The trend in recent years to more liberal paid statutory holiday provisions in collective agreements in the manufacturing industries that was noted in a recent study (L.G., April, p. 454) is duplicated in the non-manufacturing industries.

When the results of the study of agreements in the non-manufacturing industries were combined with those of the study in the manufacturing industries, it was found that the most frequent clauses in Canadian collective agreements were those providing for eight or nine paid statutory holidays in a year. For work done on those holidays, the most common arrangement was for additional payment at the rate of time and one-half, i.e., double time and one-half.

Over the past two years, the proportion of agreements that do not provide for paid statutory holidays has decreased considerably. Further, the provision for seven days or less that was frequent in 1955 is much less common in 1957.

Much of the advance has taken place in the non-manufacturing industries, the manufacturing agreements having for some years now commonly included such provisions. The non-manufacturing group have improved their provisions to the extent that nine or more holidays are more common for workers in this group than for those in manufacturing.

Number of Paid Statutory Holidays

As noted above, eight paid holidays is the most common number provided for in collective agreements. Two-fifths of the agreements included in the study covering a like portion of the workers provide such a clause. One-fifth of the workers covered by the study received more than eight holidays. Of this latter group, comprising over 100,000 workers, almost two-thirds are to be found in the non-manufacturing sector of Canadian industry.

It is noted, however, that among manufacturing employees, two-thirds have eight or more paid holidays compared with one-half of the employees in non-manufacturing. Further, some 30 per cent of the non-manufacturing agreements have no provisions for paid statutory holidays. Some provincial legislation, of course, provides paid holidays so that the absence of an agreement clause does not necessarily mean the workers are without paid holidays.

Premium Rates for Work on Holidays

The large majority of collective agreements that provide paid statutory holidays also specify that employees required to work on such days shall receive extra pay in addition to the regular pay for the holiday. As Table 2 shows, the most frequent clause provides that employees required to work on statutory holidays are paid, in addition to the holiday pay, a rate of time and one-half the regular rate. A lesser proportion of employees receive their regular rate in addition to the holiday pay.

Holiday pay plus time and one-half is the predominant rate among the agreements applicable in the manufacturing industries. Among the agreements taken from the non-manufacturing group, holiday pay plus the regular rate is more common than holiday pay plus time and one-half.

The predominant additional rate for work performed on statutory holidays changed from the pro-rata rate to time and one-half between 1955 and 1957, i.e., from double time to double time and a half. In the manufacturing industries particularly, there has been some increase in the number of contracts under which work on paid holidays is compensated at double the regular pay in addition to the holiday pay.

**TABLE 1.—PAID STATUTORY HOLIDAYS PROVIDED IN COLLECTIVE AGREEMENTS
IN THE MANUFACTURING AND NON-MANUFACTURING INDUSTRIES**

Provision	All Industries		Manufacturing		Non-manufacturing	
	% 835 contracts	% 589,700 workers	% 458 contracts	% 308,500 workers	% 377 contracts	% 281,200 workers
3 days or less.....	3	6	4	6	2	7
4.....	2	3	2	2	1	3
5.....	3	4	4	2	1	6
6.....	5	4	6	7	5	2
7.....	9	10	10	15	8	4
8.....	38	40	53	54	20	25
9 or more.....	19	19	15	12	25	26
Varies by occupation or season.....	4	3	3	2	5	6
Number not set forth.....	3	1	.....	.....	5	1
No provision.....	14	10	3	.....	28	20
Totals.....	100	100	100	100	100	100

**TABLE 2.—PAY RATES FOR WORK ON PAID STATUTORY HOLIDAYS PROVIDED
IN COLLECTIVE AGREEMENTS IN THE MANUFACTURING AND
NON-MANUFACTURING INDUSTRIES**

Provision	All Industries		Manufacturing		Non-Manufacturing	
	% 835 contracts	% 589,700 workers	% 458 contracts	% 308,500 workers	% 377 contracts	% 281,200 workers
Holiday pay plus half time.....	5	2	5	3	4	1
Holiday pay plus pro rata rate.....	25	29	24	21	27	36
Holiday pay plus time and one-half.....	29	38	40	53	15	22
Holiday pay plus double time.....	6	6	10	9	2	3
Other.....	14	10	9	5	20	16
No provision.....	21	15	12	9	32	22
Totals.....	100	100	100	100	100	100

LABOUR LAW

Legislation Enacted by Parliament of Canada during 1957 Session

Merchant Seamen Compensation Act amended to increase benefits. The Hospital Insurance and Diagnostic Services Act provides for federal aid for hospital insurance. Certain social welfare payments increased

At the final session of the 22nd Parliament, which opened on January 8 and closed on April 12, the Merchant Seamen Compensation Act was amended to bring benefits into line with those under provincial workmen's compensation laws; smaller vessels operating in Canadian waters were brought within the jurisdiction of the safety regulations of the Canada Shipping Act, and the Income Tax Act was amended to broaden the range of retirement annuities to which income tax deductions apply.

The most important piece of social legislation was the Hospital Insurance and Diagnostic Services Act setting up a federal hospital insurance scheme for sharing with the provinces the cost of standard ward hospital care and diagnostic services. Provision was made in the estimates for increases in certain social welfare payments. The Canada Council was established for the encouragement of the arts, humanities and social sciences.

Merchant Seamen Compensation Act

Amendments to the Merchant Seamen Compensation Act, which came into force on June 1, brought the benefits into line with those payable under provincial compensation acts, all of which have been substantially revised in recent years to take into account increases in average earnings and in living costs. The benefits under the Merchant Seamen Compensation Act were last increased in 1953.

The Act provides for compensation to a disabled seaman or to dependents of a deceased seaman in case of an accident arising out of his employment. It covers seamen employed on a ship of Canadian registry or under charter to a person resident in Canada when such ship is engaged in foreign or home-trade voyages. Compensation is not payable if a seaman or

his dependants are eligible for benefits under a provincial workmen's compensation law or the Government Employees Compensation Act nor are claims considered where an accident does not disable the seaman for a period of at least four days. Shipping companies are required to cover the risks of compensation by insurance or other satisfactory means, the claims being adjudicated by the Merchant Seamen's Compensation Board composed of three officers of the public service.

One amendment increased the percentage of average earnings used in computing compensation from 66 $\frac{2}{3}$ to 75 per cent, the rate now in effect in all provinces except Nova Scotia and New Brunswick. Another raised the maximum amount of average annual earnings which may be taken into account from \$3,600 to \$4,500 a year. (The ceiling on annual earnings is \$5,000 in Ontario and Saskatchewan and \$4,000 in Alberta. British Columbia and Quebec and below \$3,600 in the remainder of the provinces.) As a result of these two amendments, the maximum compensation payable to a totally disabled seaman has been raised from \$2,400 to \$3,375 a year.

A new provision with respect to permanent partial disability specifically empowered the Board to compile a rating schedule of percentages of impairment of earning capacity for specified injuries or mutilations.

Benefits to dependants of deceased seamen were also increased. The immediate lump sum payment to a widow or a foster-mother of the child of a deceased seaman was increased from \$100 to \$200.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The monthly allowance for widows has been raised from \$50 to \$75, the rate payable under the Ontario, British Columbia and Saskatchewan acts. Children's allowances are now the same as in Ontario, a child living with the parent receiving \$25 a month and an orphan child \$35. (Only one provincial act, that of Saskatchewan, provides for higher allowances for children, the monthly benefits having been increased to \$35 and \$45, respectively, effective May 1, 1957.)

The maximum and minimum compensation payable to dependants of a deceased seaman have also been amended in line with the provisions increasing benefits to dependants.

Another change is that payments to an invalid child will now be continued until, in the opinion of the Board, the child ceases to be an invalid. Formerly, payments were made so long as the Board considered that the seaman, had he lived, would have contributed to the child's support.

Canada Shipping Act

The Canada Shipping Act was amended to bring all vessels operating in Canadian waters, including pleasure craft, under Section 493, the general penalty section of the Act. As a result, the owners or masters of ships of less than 15 tons burden may now be prosecuted for violations of the Act or of such regulations as the fire detection regulations, the regulations regarding life-saving equipment or the small fishing vessel inspection regulations.

Previously, the general penalty section applied only to ships of more than 15 tons registered in Canada. Owners of small craft could not be prosecuted for contraventions of the Act or regulations because vessels of less than 15 tons burden are not required to be registered.

Income Tax Act

An important amendment to the Income Tax Act was the addition of a new section, 79B, setting out the conditions under which premiums paid into individual registered retirement savings plans may be deducted from income tax. This amendment is intended to give professional groups and other self-employed persons who have individual savings plans the same tax benefits as employees who contribute to an employer-employee pension plan.

The Act provides that, in order to be exempted from tax, the premiums must be paid into a "registered" plan, that is, a plan accepted by the Minister of National

Revenue. Among other stipulations, the Act provides that to be eligible for registration the contract is required to provide that the annuity must be payable in equal annual or other periodic amounts for the lifetime of the annuitant. If a joint husband-wife annuity, it must provide for annual payments to the surviving person at the same rate of payments or at a lower rate. The annuity may be for a guaranteed period of not more than 15 years, or 20 years in the case of a plan entered into before March 14, 1957. It may be arranged to commence at such time as the taxpayer wishes but its commencement may not be postponed beyond the age of 71. The annuity may not be assignable; it may not be redeemed for cash nor may loans be made against it. In addition, the Act provides that the annuity must comply with the regulations of the Governor in Council, made on the recommendation of the Minister of Finance.

Under the new plan, a person who is not contributing to an employer-employee pension plan may deduct premium payments up to \$2,500 a year or 10 per cent of earned income, whichever is the lesser amount. If a taxpayer is contributing to a company pension scheme, deductions for a separate annuity contract, together with his contributions to the company plan, may not exceed \$1,500 a year or 10 per cent of earned income, whichever is smaller. No tax is payable by a trust on the taxable income of the trust for a period during which it was governed by a registered retirement savings plan.

In his budget speech, the Minister of Finance said that new contracts for retirement annuities which meet the requirements of the Act will be eligible for income tax deduction. Premiums paid under an existing contract will be deductible if the contract complies with the requirements of the Act and if the taxpayer applies in writing to the original issuer of the contract to have his annuity classed as an eligible retirement annuity for income tax purposes.

In reply to questions concerning federal Government annuities, the Minister of Labour said that Canadian government annuities sold after March 14, 1957, would comply with the requirements of the registered retirement savings plan and that tax exemption would be granted in accordance with the provisions of the plan. Premium payments made since January 1, 1957, on contracts issued prior to March 14, 1957, will be exempt if the contract complies with the requirements of the Act.

A second amendment to the Act enlarges the definition of earned income to include supplementary unemployment benefit payments and payments under a registered pension plan described above. As a result of another change, allowances under the War Veterans Allowance Act will no longer have to be included in computing income.

Another new provision states that an individual will now be allowed to deduct, in computing taxable income, the amount of \$100 in lieu of claiming any deduction for medical expenses, donations to charitable organizations, trade union dues and professional membership dues.

Hospital Insurance and Diagnostic Services Act

The Hospital Insurance and Diagnostic Services Act set up a national hospital insurance scheme whereby the federal Government will share with the provinces the cost of standard ward hospital care and diagnostic services.

Except for some modification as to terms, the new Act embodies in legislative form the details of the offer of hospital insurance and diagnostic services made to the provinces on January 26, 1956 (L.G., March 1956, p. 271). It authorizes the negotiation of agreements providing that the federal Government will share with participating provinces the costs of insured hospital in-patient and out-patient services, as well as diagnostic services; defines the nature of the services for which the federal Government will share the costs, as well as those excluded from the sharing arrangement; establishes the formula on which the federal contributions will be based; authorizes the Governor in Council to make regulations for the administration of the Act; and provides that the arrangement for federal sharing of the costs of provincial schemes will commence when a majority of the provinces, representing at least half the population of Canada, have concluded agreements with the federal Government and have put into force the necessary provincial legislation.

The hospital care insurance program covers standard ward care and all the so-called "extra services" of operating room, case room and anaesthetic facilities and drugs normally provided in a hospital. Benefits also include laboratory, radiological and other diagnostic services for patients outside of hospitals as well as in them. Mental and T.B. patients in general hospitals are covered but patients in mental and tuberculosis hospitals are excluded.

The contribution of the federal Government, which will be paid out of the Consolidated Revenue Fund, will amount to 50 per cent of the cost of standard ward care for the country as a whole. For each province, the federal contribution will amount to 25 per cent of the per capita shareable costs for the nation as a whole, plus 25 per cent of the per capita shareable costs for the province itself, multiplied by the number of persons covered. Shareable costs do not include depreciation, interest on capital debt or administrative costs.

Among other conditions, the Act stipulates that in order to qualify for federal contributions, the provincial hospital plans must make coverage universally available to all residents in the province. The agreement is to contain an undertaking by the province to make the necessary arrangements to ensure that adequate standards are maintained in hospitals.

The Act was proclaimed in force on May 1 and it is expected that the plan will be in operation by January 1, 1959.

So far six provinces representing a majority of the population have accepted the federal proposal. They are: British Columbia, Alberta, Saskatchewan, Ontario, Prince Edward Island and Newfoundland. The three western provinces already have health insurance schemes which will have to be revised in line with the new plan. This year, Ontario enacted the Hospital Services Commission Act providing for a hospital care insurance plan to be financed jointly by the province and the federal Government.

Appropriation Act No. 4

Benefits under the Family Allowance Act, the Old Age Security Act, the Old Age Assistance Act, the Blind Persons Act, the Disabled Persons Act, the War Veterans Allowance Act and the Pension Act were increased. These were provided for by having these items included in the supplementary estimates and passed as Appropriation Act No. 4.

Effective September 1, the scale of payments under the Family Allowance Act will be \$6 for all children under 10 years of age and \$8 for those from 10 to 16 years of age. Previously the scale of payments was \$5 a month in respect of children under 6 years, \$6 from 6-9 years, \$7 from 10-12 years and \$8 for those 13 to 16 years old.

Payments under the Old Age Security Act were increased from \$40 to \$46 effective July 1.

With respect to old age assistance and pensions to the blind and disabled, provision was made for increasing the maxi-

mun payments which the federal Government shares with the provinces from \$40 to \$46, effective July 1. Allowance was also made for changes in the permissible incomes where payments are related to the need of the recipient.

The increases in veterans' benefits took effect on July 1. The basic monthly scale for total disability under the Pension Act was increased from \$125 to \$150, or if married from \$170 to \$200. The widow's pension was raised from \$100 to \$115. Under the War Veterans Allowance Act the married rate was increased from \$108 to \$120 a month. Permissible income ceilings were also raised, the ceiling for a single recipient now being \$960 and for a married person \$1,620.

Canada Council Act

Implementing a recommendation of the Massey Commission on the Arts, Letters and Sciences which reported to Parliament in 1951 (L.G., 1951, p. 1071), the Canada Council Act established a corporation to be known as the Canada Council for the encouragement of the arts, humanities and social sciences. Besides its cultural activities, the Council was charged with assisting Canadian universities in their building construction projects and provision was made for the Council to receive, expend and administer any gifts and bequests that may be made to it.

The Council has 21 members consisting of a Chairman, Vice-Chairman and 19 other members appointed by the Governor in Council. The Chairman and Vice-Chairman will hold office for five years and the other members for three, except in the case of the first appointees whose tenures range from two to four years. The Act also provides for two full-time administrators, a Director and an Associate Director, appointed by the Governor in Council. In addition, the Council is authorized to appoint and pay the remuneration of such staff and advisers as are needed to carry out its activities.

The objects of the Council are to foster and promote the study and enjoyment of, and the production of works in, the arts, humanities and social sciences. In particular they are to assist, co-operate with, and enlist the aid of organizations with similar objects; provide for grants, scholarships or loans for study or research in these fields; make awards to persons in Canada for outstanding accomplishments in the arts, humanities and social sciences; arrange for and sponsor exhibitions, performances and publication of works relating to these subjects; exchange knowledge and infor-

mation with other countries, organizations or persons interested in these studies, and arrange for representation and interpretation of Canadians arts, humanities and social sciences in other countries. To further its objects, the Council was empowered to make grants to assist universities and other institutions of higher learning with capital expansion. In addition, the Council was authorized to perform functions and duties relating to the United Nations Educational, Scientific and Cultural Organization assigned to it by the Governor in Council.

To carry out its program, the Council was granted a 50-million dollar endowment out of the Consolidated Revenue Fund which is to be invested in accordance with the advice of a special investment committee consisting of the Chairman, another member of the Council and three other persons appointed by the Governor in Council. The return on the investment is to be used to assist the arts, humanities and social sciences. An additional 50 million dollars was provided to establish the University Capital Grants Fund from which disbursements to universities may be made provided certain conditions are met. The money in the University Capital Grants Fund may be invested only in bonds or securities guaranteed by the Government of Canada.

The Council will meet in Ottawa at least three times a year. Its accounts and financial transactions will be audited annually by the Auditor General. Every year, the Chairman of the Council must report all proceedings, including financial statements, to a designated member of the Queen's Privy Council who, in turn, will report to Parliament.

Bills Not Passed

Among the bills not passed were four bills relating to conditions of work in industries under federal labour jurisdiction introduced by Stanley Knowles, the CCF member for Winnipeg North Centre. They were Bill 2, "An Act to provide for Annual Vacations with Pay for Employees"; Bill 3, "An Act to provide for Pay for Statutory Holidays"; Bill 4, "An Act to amend the Industrial Relations and Disputes Investigation Act"; and Bill 281, "An Act to provide for Minimum Wages for Employees".

Annual Vacations

The annual vacation bill was similar to the annual holidays bill introduced by Mr. Knowles at the 1956 session. The

main provision stated that "every employee to whom this Act applies shall be entitled after each year of his employment with any employer to an annual vacation of two weeks".

The bill proposed to give the employee his vacation pay at least 14 days before the commencement of the vacation, the pay to consist of at least 1/26 of his total wage for the period in respect of which the vacation was given. "Total wage" was defined to mean all remuneration to which the employee was entitled, including sums deducted for any purpose, overtime pay, holiday pay and the cash value of any board or lodging provided by the employer as established by any Act, custom or agreement or under the employee's contract of service.

If an employee's services were terminated any time after 30 days from the commencement of employment, he was to have received vacation pay in proportion to the period of employment for which a vacation was not granted.

Where a business was sold or transferred, an employee was to be deemed to have had continuous service so far as an annual vacation was concerned.

The bill did not get past first reading.

Statutory Holidays

The statutory holidays bill proposed to give employees in all employments within federal jurisdiction eight prescribed statutory holidays with pay. Employees who did not work and were not required to be at the disposal of their employer would have been required to receive their regular wages for the holiday. Employees who worked on any of these days were to receive their regular daily wage plus twice the regular hourly rate for each hour worked. The holidays named were: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day. Debate on the motion for second reading was not completed in the time available for private members' bills.

Minimum Wages

Bill 281, the only one of the four labour bills presented for the first time, proposed to establish a minimum wage of \$1 an hour

for all employees in industries under federal labour jurisdiction who regularly work more than 32 hours in a week. The \$1-an-hour minimum wage was also to apply to employees whose normal work week is 32 hours or less but the Governor in Council was to be permitted to fix higher basic rates for these employees by regulation.

The bill stipulated that nothing in the act was to affect any provision in any act, agreement or contract of service or any custom which offered employees more favourable conditions, while at the same time it prohibited agreements which would have deprived employees of benefits under the act.

Employers who required employees to wear or use any special clothing, tools or equipment were to supply and maintain them without cost to the employees.

In cases where board and lodging were provided by the employer and accepted by the employee, the bill would have limited the deductions to 40 cents per meal for board, and 50 cents per day for lodging.

The bill would also have required employers to keep records showing particulars respecting hours, wages and deductions which were to be open for inspection at any time. The Minister or his authorized representative were to have authority to enter premises at any reasonable time to inspect records and obtain information.

The bill did not reach second reading.

Voluntary Revocable Check-off

Bill 4 sought to incorporate the voluntary revocable check-off into the Industrial Relations and Disputes Investigation Act, a proposal which Mr. Knowles had put before the House for the past nine years. It would have provided for the voluntary revocable check-off of union dues by requiring an employer to grant this form of check-off upon request of a union certified as the bargaining agent. The provision would have applied only to those who personally signed the agreement, with the understanding that the employee could at any time withdraw his request.

The Bill was defeated on the motion for second reading by a vote of 66 to 105.

Legal Decisions Affecting Labour

That check-off stipulated in collective agreement not revocable during statutory extension of agreement confirmed by Nova Scotia appeal court
Quebec Superior Court declares election of a union officer was illegal

The Nova Scotia Supreme Court confirmed the decision that the check-off stipulated in a collective agreement could be revoked only when statutory extension of that agreement expired.

In *quo warranto* proceedings, the Quebec Superior Court held that the National Secretary-Treasurer of the National Association of Marine Engineers of Canada had not been appointed to office in accordance with the Association's constitution.

Supreme Court of Nova Scotia . . .

... upholds a decision that union membership and check-off stipulated in agreement not revocable

On April 15, 1957 the Supreme Court of Nova Scotia (Appeal side) dismissed an appeal and cross-appeal from a judgment of Mr. Justice MacDonald of the Nova Scotia Supreme Court (L.G. 1957, p. 202) and upheld the ruling that union security clauses in a collective agreement providing for maintenance of union membership and deduction of members' dues from wages prevented the revocation of individual check-off authorizations during the life and statutory extension of the collective agreement.

When the dispute was brought first before the trial judge in August 1956, the plaintiffs, certain Dominion Coal Company employees, contended that the deductions of union dues, so far as they were concerned, between February 4 and May 5, 1956, a total of \$156, were not valid because the collective agreement in question expired on January 31, 1956, and the extensions of that agreement concluded between the Company and the President of District 26, United Mine Workers, pending the conclusion of a new agreement, were invalid. Besides, the plaintiffs claimed that they ceased to be members of Local 4522 of District 26 of the United Mine Workers, the certified bargaining agent, before the period in respect of which the contested deductions were made, and claimed to be by that time members of another union, Central Auxiliary Workers Union, on behalf of which they filed with the Company new check-off cards.

The Trial judge had to decide whether or not a collective agreement between the

Company and District 26, under which the Company was justified in making deductions of union dues in respect of District 26, was still valid after January 31, 1956, particularly at the time of the contested deductions (February 4 to May 5, 1956); and whether the authority given by the plaintiffs individually to make such deductions could be, and had been, withdrawn effectively.

Regarding the duration of the collective agreement in question, the trial judge ruled that the short-term extensions made by the agreements between the Company and the President of the District Executive Board and concluded without the authority of the membership, could not bind the plaintiffs. However, Section 15 (b) of the Trade Union Act provided for a period beyond the normal expiration of the existing agreement during which the employer cannot "decrease rates of wages, or alter any other term or condition of employment" until after a conciliation board has reported to the Minister of Labour and seven days have elapsed after receipt of the report. In the dispute in question the report of the conciliation board was received on May 4, 1956, so the freezing period would expire on May 11, 1956. As, in the opinion of the trial judge, the check-off provisions of the collective agreement were such "terms and conditions of employment," these provisions were valid until May 11, 1956.

Regarding the second issue, whether the authority given to the Company by the union members individually to make union dues deductions in respect of District 26 could be revoked by the members during the validity of the collective agreement, the answer was negative. The trial judge held that although section 67 of the Trade Union Act makes individual check-off authorizations revocable, yet by clause 28 of the agreement the plaintiffs waived their statutory right to revoke the check-off authorization during the life of the agreement. That consensual waiver was succeeded later by a statutory waiver because by force of Section 15 (b) of the statute the right to revoke individual authorizations was suspended also during this freezing period of statutory extension of the agreement, which lasted from February 1 until May 11, 1956.

Accordingly, the judgment of the trial judge was that the contested deductions were properly made during the period between January 31, 1956 (when the agreement as such expired) and May 11, when the term of statutory extension expired. Further, the trial judge held that as and from May 12, 1956, the Company ceased to have any duty or authority to continue to deduct from the wages of the plaintiffs any sums in respect of union dues for the benefit of Local 4522, UMW, and that any deductions so made were illegal.

District 26 appealed that part of Mr. Justice MacDonald's judgment by which it was held that the Company had no duty or authority after May 12, 1956, to deduct from the wages of the respondents \$1 per man per week for union dues and to pay the same to the appellant. The respondents' cross-appeal was made from that part of the judgment by which their claim to recover from the Company the sum \$156, as being a part of their wages wrongfully withheld by the Company, was dismissed with costs.

The decision of the Court of Appeal was rendered by Mr. Justice Parker, with whom the three other judges concurred.

In the opinion of the appeal court, the respondents could not recover the \$156 withheld by the Company if, during the time it was deducted from their wages, the collective agreement was in force or if, during that time, the Company was governed by the prohibition contained in Section 15 (b) of the Trade Union Act.

Also, the court held that the respondents were not entitled to an injunction restraining the Company from deducting \$1 per week per man from the wages earned by them during the time that the collective agreement was in force or during the time the company was governed by Section 15 (b) of the Trade Union Act. On the other hand, the respondents were entitled to an injunction restraining the Company from making such deductions after that prohibition resulting from the application of Section 15 (b) ceased to be operative against the Company, that is, after May 12, 1956.

Consequently the court sought to determine when that collective agreement ceased to be in force and when the prohibition ceased to be operative against the Company.

Clause 29 of the collective agreement provided that the agreement should be in force from February 1, 1953, until January 31, 1955, "and from year to year thereafter unless notification to re-open the agreement is served by either of the parties

hereto, such notification to be served in writing not later than October 1st in any year later than the year 1953". Notification to reopen the agreement was served on the Company by District 26 prior to October 1, 1955, as a result of which the agreement would cease to be in force on and after January 31, 1956, unless its term was legally extended.

The appellant contended that the term of the agreement was legally extended by action of the President of District 26 acting on the authority of Article 8, s. 3 (c) of the District's constitution, which reads:

Between sessions of the District Executive Board he (the President) shall have full power to direct the workings of the District organization and shall report his acts to the District Executive Board for its approval.

By Article 3 of the same constitution it is provided that: "A general agreement shall be voted upon by the members or parties to such general agreement, and no general agreement shall be signed by the District Officers unless a majority of those voting approve of same".

Considering the provisions of this Article, the court was of the opinion that the signing of an agreement extending the term of the collective agreement in question could not be covered by the expression "the workings of the District Organization" as used in Article 8, s. 3 (c), but would fall within the terms of signing a "general agreement" within the meaning of that phrase as used in Art. 3 of the constitution, thus requiring a majority vote of the members affected. As none of the extensions was endorsed by a majority vote the court agreed with the trial judge in holding that the term of the collective agreement was not extended beyond January 31, 1956, by agreement of the parties concerned.

The next question which the court considered was whether the term of the collective agreement was extended beyond January 31, 1956, and if so, for how long, by virtue of the provisions of Section 15 (b) of the Trade Union Act.

The court noted that Section 15 (b) of the Trade Union Act does not provide in express words that the "collective agreement" shall be kept in force if a renewal or revision of it or if no new collective agreement has been concluded before the termination of the original agreement, but rather that during that period "the employer shall not without consent by or on behalf of the employees affected, decrease rates of wages, or alter any other term or condition of employment in effect immediately prior to such expiry or termination provided for in the agreement". Therefore,

the court added, the prohibition imposed on the employer is not an absolute prohibition. He is only prohibited unless and until he has the "consent by or on behalf of the employees affected".

Who then are the employees who would have been affected if the company had altered the term or condition of the respondents' employment by refusing to deduct the union dues from their wages? Would it have been the respondents only or all the employees who were bound by the collective agreement? If it would have been only the respondents, there can be no question but what they had not only consented to such alteration, but had requested it. If it would have been all the employees, it is equally clear that no consent by or on behalf of the employees other than the respondents had been obtained.

In my opinion, the employees affected would have been all those employees from whose wages union dues were being deducted in accordance with the provisions of the collective agreement. It follows, therefore, that the company, if it had complied with the request of the respondents, would have been altering a term or condition of their employment contrary to s. 15 (b) of the Trade Union Act, and it would have been subject to a penalty under s. 39 of that Act.

Consequently, in the opinion of the court, the Company took the proper course in refusing the respondents' request to discontinue the deduction of union dues from their wages during the period for which the \$156 was deducted, and therefore the cross-appeal from the decision dismissing the respondents' claim made by the trial judge should be dismissed with costs.

The prohibition imposed on the Company by the provisions of Section 15 (b) ceased to operate seven days after receipt by the Minister of the report of the conciliation board, that is, on May 12, 1956. After that date the Company was free to act upon the request made by the respondents to cease further deductions from their wages.

However, the Company has refused to recognize the revocations made by the respondents and continued to make deductions. Therefore, in the opinion of the court, the trial judge was right in holding that the respondents were entitled to an injunction restraining the Company from making deductions from their wages for union dues after May 12, 1956.

Consequently the court dismissed the appeal from the decision and order of the trial judge, with costs.

United Mine Workers of America,

District No. 26 v.

L. McKinnon et al., (1957) 8 D.L.R. (2) 217

Quebec Superior Court . . .

. . . rules election of national secretary-treasurer of association of marine engineers was illegal

In a decision given at Montreal on July 15, 1957, the Quebec Superior Court in *quo warranto* proceedings ruled that election or appointment of the National Secretary-Treasurer of the National Association of Marine Engineers of Canada was illegal.

The facts of the case, as related by Mr. Justice Sylvestre in his reasons for judgment, were as follows:

In *quo warranto* proceedings, John McGough, the petitioner and Secretary-Treasurer of the Eastern District Council of the National Association of Marine Engineers of Canada, requested the Court to declare illegal, null and of no effect the election of Richard Greaves (the respondent) as national secretary-treasurer of the same association, and that he be deprived of this office and sentenced to a fine of \$400.

The respondent was appointed or elected to the office of National Secretary-Treasurer at a meeting of the National Executive in Vancouver on August 24, 1956. This National Executive was itself elected at a meeting of the National Council held in Vancouver shortly before, that is, on March 5, 1956.

The petitioner maintained that as the meeting of the National Council was held illegally, therefore the election of the National Executive which took place at that meeting was also illegal; consequently the appointment or the election of the respondent by that Executive on August 24, 1956, would also be illegal.

Both parties agreed that the *quo warranto* proceedings of the petitioner should succeed or fail according to whether the election of officers of the National Council, held in Vancouver on March 5, 1956, was legal or illegal.

The Court had to answer the question whether the meeting of the National Council held on March 5, 1956, was legal, and whether the election of the Executive which took place at that meeting was valid.

The petitioner contended that the meeting of the National Council held on March 5, 1956, and in any event the election of officers which took place at that meeting, were illegal for the following reasons:

(a) the meeting of the National Council held on March 5, 1956 was called illegally; (b) the holding of this meeting and the deliberations at it were illegal, null and of no effect; (c) even if the meeting were

called and held legally (which the petitioner denied), the election of officers which took place was illegal, null and of no effect.

Regarding the first claim that the meeting of the National Council was called illegally, the relevant section of the regulations of the Association was quoted:

Article IV—Section 1. The National Council shall meet at the call of the President, when requested by a majority vote of the Councils of the Association, subject to the approval of the National Executive. *Such vote to be in conformity with the regular reports in the preceding Annual Report.*

The Annual Report contained information that the Councils in good standing by payment of their capita tax for the year ending December 31, 1955, were four, namely: Sub-council No. 6—Victoria; No. 7—Vancouver; No. 21—New Westminster; No. 20—Esquimalt.

The remaining nine councils were not in good standing, as they were in arrears of per capita tax for 12 months or more.

The meeting of the National Council held on March 5, 1956, was called by four Councils in good standing, that is those which had paid their dues to the Association.

The petitioner contended that the fact that a Council did not pay its dues would deprive it only of the right to take part in the discussions of the National Council and to vote at its meetings, but it would retain all other rights conferred upon it by the constitution and regulations; particularly it would retain the right to vote for the calling of a meeting of the National Council under Section 1 of Article IV of the regulations.

As the nine councils which were not in good standing did not take part in calling the meeting, the petitioner claimed that the meeting was not called by a majority of the Councils, and consequently was called illegally.

The Court did not accept the petitioner's claim. Section 1 of Article IV mentions "that the vote must be given in conformity with the annual report of the Secretary-Treasurer". These words, in the opinion of the Court, show that there is some kind of restriction regarding the right to vote of sub-councils, and, only councils which have been declared to be in good standing in the Annual Report have the right to vote to call a meeting of the National Council.

If the petitioner's claims were true, it would follow that the members of these different councils would continue indefinitely to enjoy the advantages and privileges of the Association, for which the members of the other councils pay their dues, while the

latter could never even hold a National Council which would make it possible for the Councils in good standing to revoke the charter of those councils which refuse to pay their dues, or to declare that they had forfeited their charter, in accordance with Section 3 of Article XVIII of the regulations; you can see to what absurd results such an interpretation of Section 1 of Article IV of the regulations would lead.

Furthermore, the Court added, it would seem illogical for a Council not in good standing which has neither the right to speak nor to vote at a meeting of the National Council to be able, by its vote preceding this meeting, to call for the convening of such a meeting or to prevent indefinitely the holding of such a meeting.

The Court concluded that the holding of the meeting of the National Council on March 5, 1956, was legally requested by the Councils which had the right to ask for the calling of such a meeting, and were entitled to vote at such a meeting. The National Executive approved of the holding of a National Council at its meeting on January 14, 1956, and, as provided by the same Section 1 of Article IV of the regulations, the National Secretary notified all the Councils, even those which were in default in paying their per capita tax, of the holding of the meeting of the National Council. The Councils in default were entitled to be notified of this meeting because they could, if they wanted, take part in it, either by paying their dues or by obtaining permission to vote on any question by a vote of two-thirds of the members of the National Council, that is, of the members in good standing, according to Section 5 of Article VIII of the regulations.

Considering the above, the Court concluded that all the specifications of Section 1 of Article IV of the regulations for the calling of the National Council were complied with and that the meeting was called legally.

Petitioner's second claim was to the effect that the holding of this meeting on March 5, 1956, and the deliberations which followed, were illegal, null and of no effect.

This claim was based on two allegations: (a) the Eastern District Council did not have two delegates at that meeting; (b) there was not a quorum of three subordinate councils at that meeting.

The first allegation was based on Section 1 of Article VII of the Regulations, which reads in part as follows: "The National Council shall consist of the National President and two delegates from each District Council and one delegate from Subordinate Councils..."

In the opinion of the Court this allegation would perhaps be valid if a single subordinate Council of the Eastern District Council had been in good standing when the meeting was held on March 5, 1956; meanwhile the evidence shows that not a single Council in the Eastern District, nor the Eastern District Council itself, had paid its dues for 1955.

The words "that National Council shall consist... of two delegates from each District Council" cannot be applied to the Eastern District Council, which had neither the right to speak nor to vote, nor did it take part in any way in the meeting of the National Council on March 5, 1956. This appears clearly from Section 5 of Article VIII which says that no Subordinate Council or District Council which has not paid its dues to the National Council before the meeting of the National Council shall have the right to speak or to vote on any question submitted to the said meeting, *unless such right to vote is granted to one of them by two thirds of the votes of the National Council.*

The last phrase indicates that the National Council is made up only of the Subordinate Councils and district Councils which had paid their dues, since they are the ones which are left to make up the National Council and which can grant the right to vote to those who have not paid them. Therefore, in the opinion of the Court, Section 1 of Article VII could apply only to members in good standing. If the said section were interpreted literally it would mean that a District Council which has not paid its dues could prevent the holding of a meeting of the National Council indefinitely by refraining from sending its delegates, and could bring about the dissolution of the Association.

The Court in rejecting the first allegation concluded that a Council which is in default in paying its dues does not form part of the National Council and is not referred to by Article VII. However, such a Council is entitled to be notified of the meeting of the National Council, as was actually done. If a District Council which is in default in paying its dues does not send its representatives, it forgoes the privilege of asking the meeting of the National Council for the right to vote on certain questions under Section 5 or Article VIII.

Later, the Court dealt with the second allegation of the petitioner, namely, that a quorum of three Subordinate Councils was not present at the meeting on March 5, 1956.

The petitioner attacked the validity and the existence of Councils 20 and 21—New Westminster and Esquimalt—thus claiming

the lack of the required quorum of three Councils to make legal the meeting held on March 5, 1956. The Court did not find these allegations valid. Two Councils in question received their charters from the National Executive in accordance with the regulations; and both councils appeared to be in existence and in good standing in the report of the National Secretary-Treasurer for the year 1955. Therefore, the Court concluded, both councils were entitled to be present at the National Council meeting, and along with other Subordinate Councils they could make up the quorum required by Section 3 of Article VIII of the regulations.

While admitting the existence of Councils 20 and 21, the Court drew attention to the fact that the minutes of the National Council show that only the delegates representing the Council of District No. 4, Subordinate Council No. 20 and Subordinate Council No. 21 were certified as such by the Credentials committee. The regulations of the Association draw a very clear distinction between the District Councils and the Subordinate Councils.

As to the required quorum, Section 3 of Article VIII provides as follows:

Section 3. No meeting of the National Council can be held unless a quorum of members thereof be present. A quorum shall consist of five members, who have in their possession duly accredited certificates from their District or Subordinate Councils that they have been elected representatives to said National Council. Such quorum of five *must represent not less than three Subordinate Councils.*

This section requires that at least three Subordinate Councils be represented by the five delegates making up the quorum.

Section 10 of Article VIII requires that, as soon as the meeting opens, a three-member credentials committee be formed to report immediately on credentials. Therefore, Sections 3 and 10 combined (Article VIII of the regulations) require for the existence of a quorum that: (a) the delegates of at least three Subordinate Councils have credentials from their respective councils; (b) the Credentials Committee accept these delegates, after examining their credentials, and report on this acceptance to the meeting.

The Court found that the minutes of the meeting on March 5, 1956, show that the delegates of two Subordinate Councils only were accepted by the Credential Committee. Consequently, the Court ruled that the National Council Meeting held on March 5, 1956, did not have the quorum required by the regulations, and therefore it was held illegally.

The decision reached by the Court regarding the second claim put forward by the petitioner made it superfluous to decide on the third claim submitted, which was as follows: "Even if the meeting were called and held legally, the election of officers is illegal, null and of no effect". However the court examined this claim and rejected it as ill-founded.

The Court reached the conclusion that the petitioner proved that the National Executive was elected at a meeting which was held illegally, because of the lack of quorum, and that the respondent Greaves

was appointed or elected National Secretary of the Association by persons who were not qualified to do so.

The judgment of the Court was that the election or appointment of Richard Greaves as National Secretary-Treasurer of the National Association of Marine Engineers of Canada was illegal, null and of no effect, and that since that election he has held that office illegally, and that he is deprived of that office. *John McGough v. Richard Greaves et National Association of Marine Engineers of Canada*, Superior Court, Montreal, July 15, 1957 (unreported).

Recent Regulations, Federal and Provincial

Alberta issues rules for prevention of fires and injuries around gas, oil wells; Manitoba revises licensing requirements for electricians

In Alberta, the Drilling and Production Regulations issued recently under the Oil and Gas Conservation Act set out a number of safety rules, one of which provides that particulars of the required pressure and mechanical tests of blow-out prevention equipment must be recorded in the daily drilling log book. Under revised regulations under the Welding Act respecting certification of welders, authority to issue certificates of proficiency without examination is more limited. The trade of a cook was declared an apprenticeable trade.

The new regulations under the Manitoba Electricians' Licence Act provide that a licence may not be issued unless the applicant is 18 years or over, has the required experience and qualifications and has passed the prescribed examination.

Revised regulations have been issued by the new Brunswick Motor Carrier Board setting out qualifications for bus drivers and safety provisions for both bus and public trucking operations.

Under the Canada Shipping Act, revised life saving equipment regulations have been approved.

The Saskatchewan regulations governing the design, construction, installation and use of boilers and pressure vessels have been revised.

Canada Shipping Act

Regulations under the Canada Shipping Act to be cited as the "Life Saving Equipment Regulations" were approved by P.C. 1957-875 on June 20 and gazetted on July 10. They replace the Regulations

respecting Life Saving Appliances made by P.C. 1954-1815 of November 23, 1954.

The Life Saving Equipment Regulations apply to new ships and, in so far as is reasonable and practicable, to existing ships. They do not apply, however, to fishing vessels except as provided in the Small Fishing Vessel Inspection Regulations and the Large Fishing Vessel Inspection Regulations nor do they cover motor boats not over five tons, gross tonnage, that carry passengers, or are pleasure yachts or motor boats not over 15 tons gross tonnage (including work-boats, tugs and similar vessels) that do not carry passengers.

The regulations specify the life saving equipment to be carried on 17 classes of ships, lay down general rules with respect to this equipment and set out specific safety standards for lifeboats, life rafts, radiotelegraph equipment, lifejackets, life-buoys and line-throwing appliances. Construction requirements are given in the attached schedule.

Alberta Apprenticeship Act

The trade of cook has been designated a trade under the Alberta Apprenticeship Act by O.C. 916/57, gazetted on June 9. As a result of the new order, a person eligible for apprenticeship may not be employed in the trade for more than three months without entering into an apprenticeship contract or receiving the permission of the Apprenticeship Board.

Alberta is the first province to declare the trade of cook an apprenticeable trade.

Alberta Oil and Gas Conservation Act

A number of safety provisions are included in the Drilling and Production Regulations issued recently under the Alberta Oil and Gas Conservation Act which were gazetted on July 15 as Regulation 3/57. They lay down strict requirements with respect to location of tanks, machinery and equipment and fire and blow-out prevention. Other safety measures for gas and oil wells are set out in the regulations governing the erection of derricks and the operation and maintenance of gas and oil well drilling equipment made by the Workmen's Compensation Board (L.G., 1953, p. 588).

As regards storage, the new regulations provide that no oil may be stored in unprotected earth excavations or in inadequate storage receptacles likely to cause waste, leakage, evaporation, fire or other hazards. Every oil tank or battery of tanks must be surrounded by a dike or ditch of greater capacity, which must be maintained in good condition and kept free from grass, weeds or combustible material. Tanks must be located so as to comply with the regulations under the Fire Prevention Act. Where there are no applicable regulations, the distance from the outer perimeter of the surrounding ditch or dike to any road, railway, dwelling, plant, aircraft runway, taxiway, military building, church or school must be 200 feet or three times the greatest dimension of diameter or the height of the tank, whichever is greater, except where the Oil and Gas Conservation Board, because of special circumstances, decrees otherwise.

All water produced from the well must be disposed of in an approved manner. In no case may salt water, drilling fluid, oily refuse or any flammable product from a well, tank or other production installation be allowed to create a health or safety hazard. All rubbish, debris or oily refuse must be removed immediately to a distance of at least 150 feet from any buildings, tanks, wells or pump stations and disposed of in such a manner as not to create a fire hazard or pollute any stream.

All flare pits and ends of flare lines must be constructed and safeguarded so as to create no hazard to property or forest cover and, unless permitted by the Board, may not be located within 350 feet of any railway, pipe line, road, plant, building or dwelling. No flare pit or open end of a flare line may be within 75 feet of a treater (defined as a fired apparatus specifically designed and used for separating oil from gas or water) or within 150 feet of a well, separator or crude oil storage tank.

In addition to the general provision requiring all fires to be safeguarded by sufficient mechanical or other means, the regulations lay down specific rules with respect to the placing of machinery and equipment that might cause a fire or explosion. An open element electric heater, a flame-type stove, heater, treater or other flame-type equipment or boiler or steam generating equipment operating at 35 pounds p.s.i. or less may not be placed within 75 feet of any well or other unprotected source of ignitable vapours, and no boiler or steam generating equipment operating at pressure greater than 35 pounds p.s.i. may be closer than 150 feet. Crude oil storage tanks and boilers and steam generating equipment must be located at least 150 feet from any well. A treater may not be placed within 75 feet of any type of boiler or direct-fired heater or within 10 feet of any other treater or indirect-fired heater. The regulations also stipulate that no separator may be enclosed within the firewall, dike or ditch surrounding a storage tank or installation.

Another precautionary measure provides that all vessels and equipment from which ignitable vapours may issue must be safely vented and all vent lines from oil storage tanks to flare pits must be provided with flame arrestors. All motors within 20 feet of any well, separator, or storage tank must be constructed or enclosed so as to be externally spark proof. Installations in such localities are to be made in compliance with the provisions of the Factories Act and the Electrical Protection Act and regulations. If internal combustion engines are operated within 75 feet of such places, their exhaust pipes must be either insulated or sufficiently cooled to prevent ignition of flammable material.

Explosives may be stored only in properly constructed magazines situated at least 500 feet from where any drilling or production operation is carried on. Smoking is prohibited on any rig or derrick or within 75 feet of any well, separator or storage tank.

Each operator is required to report to the Board any fire occurring at an oil or gas well, field battery installation or field storage tank, or that destroys oil or gas; any tank struck by lightning, or any break or leak in a tank or pipe line resulting in loss of gas or oil. An immediate report must also be made if any well is flowing uncontrolled.

Specific rules are also set out with respect to blow-out prevention. Whenever a well is being drilled, tested, completed or reconditioned the operator must at all times maintain adequate casing and blow-

out prevention equipment, bearing in mind the depth to be drilled, the expected pressures and the need, in case of a blow-out, to shut off the open hole completely and to surround and close off the drill pipe, casing or tubing. The regulations also specify that controls for such equipment must be located outside the rig sub-structure.

Certain tests are also prescribed for blow-out prevention equipment, the particulars of which must be recorded in the daily drilling log book. Before drilling out the surface casing or an intermediate casing, the equipment must be pressure tested to at least 1,000 pounds p.s.i. and unless found serviceable the drilling may not proceed. While a well is being drilled, blow-out prevention equipment must be mechanically tested at least once each day and any defects repaired before drilling is resumed. During the winter the operator is required to see that the serviceability of blow-out prevention equipment is not reduced through freezing.

In addition, the regulations provide that the Board may prescribe types of blow-out prevention equipment and may stipulate the conditions under which such equipment may be used.

Alberta Welding Act

The regulations under the Alberta Welding Act respecting certificates of proficiency for welders (L.G., Jan. 1956, p. 92) have been re-issued with some minor changes. The new regulations were approved by O.C. 915/57 and gazetted on June 29.

Two grades of journeymen's certificates, first class and second class, are again provided for with no change in qualifications. Instead of provisional certificates, however, the new regulations provide for restricted certificates, imposing substantially the same limitations as formerly.

Restricted certificates are the only certificates which may now be issued by the Department of Labour at the discretion of the Minister for a limited time or a specified date. Usually, however, they will be granted to persons with some experience who have passed an examination consisting of both theoretical and practical tests. Unlike provisional certificates, they will not be given to welders who, while failing to pass the examination for a journeyman's certificate, have obtained at least two-thirds of the pass mark.

The holder of a restricted certificate may do only the welding operations shown on the certificate and for the period specified. Upon application, however, his certificate may be renewed at the discretion of the

department. If qualified to do electric welding, he may not use acetylene cutting equipment, the use of such tools now being restricted to persons with a first class journeyman's certificate.

Restricted certificates are subject to the same rules regarding cancellations and suspensions as journeymen's certificates. They may be cancelled if obtained by misrepresentation or fraud and are also subject to cancellation or suspension for cause.

Another change with respect to certification is that the only certificate which may now be issued without examination to persons licensed by another province or other approved licensing authority are first class journeymen's certificates. Applicants who are not considered eligible for a first class certificate, will be required to qualify by examination. Formerly the department was permitted to issue any type of certificate it considered proper under such circumstances and could later grant a journeyman's certificate without examination to a welder who had previously been given a provisional certificate.

With regard to renewals, the regulations again provide that journeymen's certificates must be renewed annually, except that now a welder licensed under the Welding Act who also holds a gas and electric pressure welding certificate need only register with the Boilers Branch. If, however, he is authorized to do only one type of pressure welding he must register with both branches. As before, the holder of a journeyman's certificate who does not apply for renewal for three consecutive years may be required to appear for re-examination.

Manitoba Electricians' Licence Act

Last year, the licensing of electricians in Manitoba, which was formerly carried on under the Power Commission Act in areas served by the Manitoba Power Commission and under the Electricians' Licence Act in the remainder of the province, was put under the exclusive jurisdiction of a new six-member licensing body set up under the Electricians' Licence Act (L.G., Sept. 1956, p. 1152). The first regulations to be issued since the new system was established were approved by Man. Reg. 47/57 on June 27 and gazetted on July 6.

The new regulations, which replace regulations authorized by Man. Reg. 102/45 and Man. Reg. 20/46, are in two parts, Part I setting out the requirements for licences and Part II dealing with standards, inspections and fees.

The Act provides for three types of licences, journeymen's, limited and special, as well as for permits authorizing house-holders to do work on their own premises. The new regulations, in addition to the general provision that the Minister may issue licences only to persons 18 years and over who have the required experience and qualifications and who have passed the prescribed examinations, set out specific qualifications for applicants for journeymen's and limited licences and for permits.

An applicant for examination for a journeyman's licence must have completed an apprenticeship under the Apprenticeship Act (currently four years); or, if not a registered apprentice, must have had an additional year's experience as a helper under the direct supervision of a journeyman and have completed a study course acceptable to the board of examiners; or have held a limited licence and have had practical experience in the electrical trade for a period equal to a term of apprenticeship and, in addition, must have completed an approved study course; or have special qualifications in engineering which, in the opinion of the board, are equivalent to those set out above.

To be eligible for a limited licence, an applicant must have had 12 months' practical experience as a journeyman's helper or as helper to a person with a limited licence whom the board considers a suitable instructor. A person with comparable experience who has completed an approved course may also be considered for a limited licence.

Qualifications for an applicant for a special licence are set out only in the Act. It provides that a special licence may be granted to a workman engaged in the repair or maintenance of electrical equipment in an industrial establishment, authorizing him to do work on the premises.

Notwithstanding the qualifications set out above, however, the Minister, on the recommendation of the board, may issue a licence with or without examination to a person holding a comparable licence from another province or other approved licensing authority.

As regards permits, the regulations provide that a permit authorizing the holder to do specified work on his own premises may be issued by the Minister if he is satisfied that the applicant knows how to do the work and has sufficient knowledge of the applicable code to do it safely and properly.

A candidate for an examination must make a written application on a prescribed form to the Mechanical and Engineering

Division of the Department of Labour, enclosing references from employees or other documentary evidence of qualification required by the board. If it is discovered that any false or misleading statement has been submitted, the board may disqualify the applicant from trying an examination for a period of 90 days or, where a licence has already been issued, the Minister may cancel the licence or suspend it, either for a specified period or until the holder fulfils certain conditions.

Examinations will be held monthly in Winnipeg or at a time and place fixed by the chairman of the board. The passing mark is 70 and a candidate who fails is eligible to try the next regular examination if he submits a new application and pays the prescribed fee. However, a person who fails to qualify for a journeyman's licence may be granted a limited certificate without further examination.

All licences must be renewed annually, the regulations providing that a person who has been absent from the trade for more than five years and has not renewed his licence for three or more years may not be issued a new licence until he has passed another examination.

On the recommendation of the board, the Minister may amend, cancel, suspend or vary a licence, not only for cause, but also for failure to conform to the provisions of the Act or regulations or any applicable municipal by-law, or to comply with the requirements of approved codes or rules or a permit issued by a recognized authority, or to rectify defective installations or electrical equipment following a written notice or to pay the prescribed fees. Once cancelled, a licence may not be renewed until the Minister has a report from the board satisfying him that the disability has been removed. Similarly, a licence that has been suspended for an indefinite period may not be re-instated until the reason for suspension no longer exists. After a third suspension, a licence will be cancelled and the holder will be required to qualify by examination before a new licence may be issued.

An applicant may appeal a decision of the board to the Minister, setting out in writing the particulars of the decision and the grounds of complaint and appeal.

The provisions respecting standards, inspections and fees set out in Part II apply in all parts of the province except the City of Winnipeg and areas served by the Manitoba Power Commission.

The standards to be followed in areas within the scope of the regulations are those set out in the sixth edition of the

Canadian Electrical Code. The Minister, however, may waive compliance in case of undue hardship provided no hazard to persons or property would be created, or where a municipality has established substantially similar standards by by-law.

Work on any hotel, hospital, church, theatre, hall or other public place with a floor area of 1,500 or more square feet may not be commenced until plans and specifications showing the complete electrical layout have been approved by the department.

Before completion of any work, the licensee must apply for inspection on the prescribed form, at the same time forwarding a copy to the supply authority, which, except for a temporary connection, may not supply electrical energy or connect an electrical service until the work has been approved and a permit to supply has been issued by the department. In addition, the regulations provide that an inspector may, at all reasonable times, enter any public or private building to inspect or test any electrical work or equipment.

New Brunswick Motor Carrier Act

The first regulations to be issued by the New Brunswick Motor Carrier Board under the revised Motor Carrier Act were approved by O.C. 57/565 on June 27 and gazetted on July 31, to take effect August 1. Incorporating with some changes the provisions of the Safety Regulations Respecting Public Motor Buses issued in 1947 and the Motor Carrier Regulations made by the Board in 1955 (L.G., Jan. 1956, p. 93), the new regulations set out qualifications of bus drivers, lay down safety standards for buses and public motor trucks and provide for inspection.

Unlike the previous regulations, which covered only intra-provincial carriers, the new regulations apply also to operators of public motor buses and trucks engaged in the carriage of passengers and freight under the Federal Motor Vehicle Transport Act. Under this Act, which was proclaimed in force in New Brunswick effective January 1, 1956, the provincial transport board is given authority to issue licences to extra-provincial carriers on the same terms as to local carriers.

The qualifications of bus drivers are the same as those previously set out in the Safety Regulations Respecting Motor Buses. No person may drive a public motor bus unless he is at least 18 years of age, of good moral character and fully competent to operate the vehicle under his charge. He is also required to submit annually a certificate from a duly qualified

medical practitioner certifying that his vision and physical condition are such that he is fit to operate a public motor bus.

The rule respecting the use of intoxicating liquor is more stringent than formerly, the new regulations prohibiting drinking at least three hours before reporting for work as well as on duty. As previously, the regulations provide that no driver may at any time use intoxicating liquor to excess.

Every motor carrier is again required to report to the Board if he finds that a driver is incompetent or physically unfit, has been guilty of misconduct or has failed to comply with the provisions of the Act or regulations. If he continues to employ an incompetent or unfit person as a driver, his licence may be suspended or revoked.

The hours of bus drivers are regulated to the extent that, except in an emergency, no motor carrier may permit the driver of a public motor bus to work as a driver more than 10 hours in any period of 16 consecutive hours. However, the provision requiring licencees and drivers to keep accurate records of hours worked by drivers does not appear in the new regulations. The provision that stated that the Board, in the interests of public safety, could order a licensee to reduce the hours of labour of drivers, and, in the event of refusal or failure to comply, could cancel a licence, has also been omitted.

There has been no change with regard to inspection, the regulations providing that every public motor bus or truck must be maintained in a safe and sanitary condition at all times and will be subject to inspection by the Board or persons appointed for that purpose.

Among other safety provisions, the regulations require every public motor bus to be equipped with two sealed fire extinguishers containing one quart of carbon tetrachloride or with one sealed extinguisher containing CO₂. Every public motor truck is to be provided with an approved liquid fire extinguisher which must be kept in a satisfactory operating condition at all times.

No motor carrier or driver of a public motor bus or truck may knowingly carry any explosive, inflammable substance or dangerous article other than motion picture films properly packaged in metal containers. Fuel for the engine of a bus may be carried only in the built-in tank on the bus. However, the Secretary of the Board may issue a special licence for the transportation of dangerous goods if he is satisfied that the applicant is conversant

(Continued on page 1119)

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claims for benefit, claimants on "live" file at month-end, new beneficiaries and average weekly number of beneficiaries all lower in June than in May but higher than in June 1956, statistics* show

The number of initial and renewal claims for unemployment insurance benefit in June continued the decline which occurred in the two previous months, being about 17 per cent lower than in May. In comparison with June 1956, however, it represented an increase of some 55 per cent.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 86,419 claims were received at local offices of the Unemployment Insurance Commission across Canada in June, compared with 104,326 in May and 55,212 in June 1956.

The volume of claimants having unemployment registers in the "live file" on June 28 as compared with the previous month and one year earlier shows about the same pattern as that of the claims filed. The June figure, at 204,516 (140,265 males and 64,251 females) is some 20 per cent below the May totals of 250,283 (184,106 males and 66,177 females) but 50 per cent higher than the count at June 29, 1956—136,032, of which 82,287 were males and 53,745 were females.

A total of 89,141 adjudications on initial and renewal claims was given during June; of these, more than three-quarters granted entitlement to benefit. Of the 18,190 initial claims "not entitled", 11,006 or 60 per cent were cases in which the benefit period was not established, and 7,184 were disqualifications.

New beneficiaries during June numbered 64,546, compared with 100,871 during May and 43,403 during June 1956.

Weeks compensated during June totalled 709,167, the amount of benefit paid being \$14,356,036, compared with 1,253,217 weeks and \$26,269,582 for May and 538,014 weeks and \$9,930,856 for June 1956.

The proportion of compensated weeks classed as "complete" continues to decline, being close to 90 per cent, as against 92 per cent during May. This is reflected in the upward trend in the proportion of partial weeks due to excess earnings associated with the availability of short-term employment.

The average weekly benefit rate was \$20.24 for June, compared with \$20.96 for May and \$18.46 for June 1956.

The average weekly number of beneficiaries was estimated at 177,300 for June, 313,300 for May and 128,100 for June 1956.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for June show that insurance books or contribution cards were issued to 4,028,924 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1957.

At June 30 employers registered numbered 293,505, a decrease of 344 since May 31.

Enforcement Statistics

During June 1957 there were 5,232 investigations conducted by enforcement officers (formerly known as district investigators) across Canada. Of these, 4,086 were spot checks of postal and counter claims to verify the fulfilment of statutory condi-

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

*See Tables E-1 to E-4 at back of book.

tions, and 81 were miscellaneous investigations. The remaining 1,065 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 147 cases, 63 against employers and 84 against claimants.* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 716*.

Unemployment Insurance Fund

Revenue received in June totalled \$20,-240,554.22 compared with \$18,460,786.19 in May and \$19,771,219.25 in June 1956. Benefit payments in June amounted to \$14,330,-727.76 compared with \$26,249,196.58 in May and \$9,910,895.71 in June 1956. The balance in the fund on June 30 was \$852,729,261.78; on May 31 there was a balance of \$846,-819,435.32 and on June 30, 1956, of \$851,-856,538.39.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1374, July 3, 1957

Summary of the Facts: The claimant, married, 31 years of age, filed an initial application for benefit on June 19, 1956, and registered for employment as a clerk. He stated that he had worked as a shipper for a bakery in Saskatoon, Sask., from August 31, 1953, to August 17, 1955, when he became ill with poliomyelitis, and that he was now available for work four or five hours a day. The claim was allowed.

In September 1956 it came to the attention of the Saskatoon local office that the claimant was attending a course at the University of Saskatchewan and as a consequence payment of benefit was withheld pending an investigation.

The claimant wrote to the local office on October 13, 1956, stating that he was attending a part-time course at the University of Saskatchewan and that notwithstanding this he was available for work on Wednesday and Friday afternoons, every evening and all day Saturday. He stated also that when he visited the local office in June 1956, he informed the official who interviewed him that he was planning to take a course at the University and was told that attending courses of training did not preclude one from drawing unemployment insurance benefit.

The officer who interviewed the claimant stated in a memorandum dated October 16, 1956, that when the claimant reported to the local office on June 19, 1956, to register for work and file a claim for benefit he stated that he was looking for summer employment only as he intended

to enroll at the university at the commencement of the fall term; that at that time he enquired about training classes and was advised of the courses available and approved by the Unemployment Insurance Commission.

In a signed statement made before the district investigator on October 17, 1956, the claimant explained that because of a crippled leg resulting from poliomyelitis he was unable to follow his former occupation as a shipper; that so as to improve his chances of obtaining employment he decided to take a part-time course in arts at the University of Saskatchewan which he began on September 26, 1956; that he did not inform the local office of his enrolment at the University because he was under the impression that it was in order to attend classes and draw unemployment insurance benefit at the same time; that he was willing to discontinue the course if suitable employment were offered to him at a wage equal to that which he received with the bakery, *viz*, \$55.50 a week; and that except for the few hours he was required to attend the course each day from Monday to Friday inclusive, he considered he was available for employment at all other times.

The insurance officer notified the claimant, on October 17, also that he was disqualified from receipt of benefit for an indefinite period retroactively to September 26, 1956, on the ground that he was not available for work (section 54 (2) (a) of the Act).

The claimant appealed to a board of referees, which, after having heard him, his representative and an official of the local office in Saskatoon on December 12,

*These do not necessarily relate to the investigations conducted during this period.

1956, unanimously dismissed the appeal. In the opinion of the board the claimant had so restricted his availability while attending university that work could not be obtained for him.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire.

Conclusions: On the facts before me and regardless of the sympathy which I have for the claimant I must maintain the unanimous decision of the board of referees, which is in accordance with the requirements of the law.

As has been stated in many previous decisions, availability for work is not only a subjective matter which is considered in the light of the claimant's intention and mental attitude towards accepting employment but it is also an objective matter which must be determined in the light of his prospects for employment in relation to a certain set of circumstances beyond his control or which he has deliberately created.

In the present case the claimant's application for benefit was allowed in June 1956, notwithstanding the fact that his availability for employment was limited to clerical work, 4 or 5 hours a day. Three months later while still unemployed he decided to take a course at the University of Saskatchewan. Although such action was commendable and showed his eagerness to improve his future chances of obtaining employment, it considerably reduced his already restricted availability for work.

The board of referees, which no doubt is well acquainted with the employment opportunities in Saskatoon, came to the unanimous conclusion that work simply could not be obtained for the claimant while he was attending university. This finding is further strengthened by the fact that the claimant was still unemployed when he filed his appeal last January.

The appeal is dismissed.

Decision CUB-1375, July 4, 1957

Summary of the Facts: The claimant, married, 48 years of age, filed an initial application for benefit at the local office of the Unemployment Insurance Commission in Vancouver, B.C., on November 21, 1956, stating that he had worked as a shingle packer in a shingle mill in Vancouver from 1948 to November 16, 1956, (night shift) when he was laid off as the mill had closed down.

On November 21, 1956, also, the claimant stated to the local office that he commenced taking a course in plumbing on October 22, 1956, at the Vancouver Vocational Institute, which would be completed at the end of May 1957; that the hours and days of attendance were from Monday to Friday inclusive, 8:30 a.m. to 4:00 p.m.; that he was available for employment from 6:00 p.m. to 10:00 p.m., Monday through Friday, and all day Saturday; and that he was willing to discontinue the course if suitable employment were offered to him.

The insurance officer disqualified the claimant from receipt of benefit for an indefinite period as from November 18, 1956, because in his opinion he was not available for work (section 54 (2) (a) of the Act).

The claimant appealed to a board of referees on December 3, and on December 4, 1956, he wrote to the local office stating that he was now available for suitable employment during normal working hours.

The board of referees, after having heard the claimant and an official of his union in Vancouver on December 13, 1956, by a majority decision dismissed the appeal on the grounds that the claimant was considered to be not available for work inasmuch as the hours of attendance at the course were practically the same as those usually observed in regular employment. However, as the claimant had discontinued the course on December 3, 1956, the board terminated the indefinite disqualification imposed for non-availability for work as of the latter mentioned date. The dissenting member expressed the opinion that the outweighing factor in the case was the claimant's willingness to abandon the course should suitable employment be offered to him.

The claimant appealed to the Umpire.

Conclusions: On the facts before me I am inclined to agree with the dissenting member of the board of referees that the claimant should have been considered available for work within the meaning of the Act for the two weeks he attended the Vancouver Vocational Institute after he filed his claim for benefit.

The evidence indicates that for a month preceding his layoff he attended the said school while working full time. As he was employed on a night shift at the mill he should, according to the established practice, have been given some little time to seek work of the pattern he was accustomed to before being disqualified for non-availability for work.

The appeal is allowed.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during July

Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 221 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 274 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in July for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Post Office	13	\$ 97,594.82
RCMP	4	60,493.08

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during July

During July the sum of \$8,013.74 was collected from 11 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 493 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during July

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

McGregor Lake Alta: Nodwell Bros Ltd, construction of Lomond crossing between Lomond & Vulcan & alterations to South McGregor dam between Calgary & Lethbridge. *Magrath Alta*: Kenwood Engineering Construction Ltd, construction of reinforced concrete spillway for Pothole Dam.

Central Mortgage and Housing Corporation

Gander Nfld: Chisholm Construction Co, installation of water & sewer laterals; Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, site improvement & planting. *Cornwallis N S*: Raymond Moore, site improvement & planting. *Montreal Que*: Petco Construction Corp, *renewing counter tops, Benny Farm; City Wire Co Ltd, *supply of basement window screens, Benny Farm; The Steel Co of Canada Ltd, *removal of 4' chain link fence & erection of 6' fence, Villeray Terrace. *Rouyn Que*: Marcel Cotes, exterior painting of housing units. *Val d'Or Que*: Valere Bolduc, exterior painting of housing units. *Brockville Ont*: Island City Greenhouses, site improvement & planting. *Camp Borden Ont*: Sterling Construction Co Ltd, construction of high school. *Deep River Ont*: Raymond Crowe, site improvement & planting, AECL 16/55. *Hamilton Ont*: Halco Construction Co Ltd, relocation & renovation of wartime houses; H H Sutton, site improvement & planting. *Ottawa Ont*: Taggart Construction Ltd, *concrete curbing at Strathcona Heights. *Red Deer Alta*: Bill Hopps & Co Ltd, *exterior painting of housing units. *Vernon B C*: Rosenquist & Sons, exterior painting & repairs to porches & steps of housing units, Project No 1.

Department of Citizenship and Immigration

Sioux Lookout Indian Agency Ont: D Saville, renovations to mechanical equipment & services at IRS. *Walpole Island Indian Agency Ont*: Triple "R" Contractors (Wallaceburg) Ltd, addition to No 1 day school.

Defence Construction (1951) Limited

St John's Nfld: A P Green Fire Brick Co Ltd, repairs to boiler settings & combustion chambers, central heating plant, Buckmaster's Field. *Charlottetown P E I*: York Structural Steel Co, supply & erection of structural steel for drill hall, Naval Reserve Division, HMCS Queen Charlotte. *Dartmouth N S*: Reg H Steen Ltd, alterations to pipe tunnels, RCN Air Station; Walker & Hall Ltd, repairs to south jetty, HMCS Shearwater. *Deepbrook N S*: L G Rawding Construction Ltd, construction of sports field, stage II, HMCS Cornwallis. *Greenwood N S*: Valley Services Ltd, installation of power supply to GCA hardstand, RCAF Station. *Sydney N S*: Trask Well Co Ltd, *drilling & testing water well. *Montreal Que*: A D Ross & Co Ltd, extension to sub-station & distribution system, Longue Pointe. *St Paul l'Ermite Que*: Douglas Bremner Construction Ltd, construction

of bldg 509A, phase 3, Filling Division, Canadian Arsenals Ltd. *Valcartier Que*: Michaud & Simard Inc, construction & renovation of roads, paths & areas, CARDE. *Valleyfield Que*: Douglas Bremner Construction Ltd, construction of bldgs & connecting passageway, Explosives Division, Canadian Arsenals Ltd. *Cobourg Ont*: George A Crowe Construction, ground improvements, No 26, COD. *London Ont*: Riverside Construction Co Ltd, extension of paving & grassing, 27 COD/RCOC. *Uplands Ont*: F E Cummings Construction Co Ltd, construction of air movements bldg, RCAF Station; Sirotek Construction Ltd, construction of concrete apron to alert hangars, RCAF Station. *Camp Shilo Man*: Peter Leitch Construction Ltd, construction of two 25 yard ranges. *Fort Churchill Man*: Carter Construction Co Ltd, construction of extension to diesel power plant. *Penhold Alta*: A J Shrubbsall & Co Ltd, conversion of steam generating units from mechanical feeder stoker firing to natural gas firing with fuel oil standby, RCAF Station.

Building and Maintenance

Greenwood N S: Roy Vincent Germain, replacement of hangar wiring in hangars & leantos, RCAF Station. *Halifax N S*: McDonald Construction Co Ltd, installation of overhead doors, No 12 ROD, Willow Park. *Woodstock N B*: John Flood & Sons Ltd, exterior renovations to armouries. *Edgar Ont*: Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, landscaping at RCAF Station. *Kingston Ont*: Foley Construction, repairs to washrooms, dormitory bldg 31, RMC. *Camp Shilo Man*: Norlen Painting & Decorating, exterior painting of PMQs. *Camp Wainwright Alta*: J T Devlin & Co Ltd, exterior painting of bldgs. *Northwest Highway System B C & Y T*: J Boshard & Son Ltd, painting of bridges at Lower Liard & Upper Liard Rivers, mile 495.8 & 642.6.

Department of Defence Production

(June report)

Summerside P E I: Maritime Asphalt Products Ltd, interior redecoration of GIS bldg No 48, RCAF Station; Jack Rawek, interior painting of bldgs, RCAF Station; Jack Rawek, interior painting of bldgs, RCAF Station. *Greenwood N S*: C F Cox Ltd, replacement of roof on main hangar, RCAF Station. *Halifax N S*: S W Ferguson Ltd, renewal of roofing & flooring, MTE bldg S-9, HMCS *Stadacona*; Nova Scotia Waterproofers Ltd, reroofing of bldgs, RCAF Station, Gorsebrook Station; Peerless Contracting Co Ltd, repairs to roads, sidewalks & parking areas, etc. DND property, Anderson Square, Gorsebrook Station. *Shearwater N S*: Canadian Bridge Co Ltd, erection of radar tower, RCN Air Station. *Fredericton N B*: Cecil W Guthrie, removal of snow, 1957-58, Saint Anne's Point Barracks (West). *Bagotville Que*: C P Fabien Ltd, installation of refrigerator, ration depot, RCAF Station; Provincial Engineering Ltd, repairs to underground steam distribution lines, RCAF Station. *Farnham Que*: W Racicot, interior painting of kitchens, Cadet Summer Camp. *Quebec Que*: Motoculture Moderne Enr, cutting of hay & grass, etc, DND areas. *Ste Foy Que*: H S Robitaille Enr, repairs to porch slabs & steps of PMQs. *St Hubert Que*: Goodman Construction Co (Montreal) Ltd, exterior painting of bldgs, RCAF Station. *St Johns Que*: Hormisdas Perron, interior painting of barrack block No 105, RCAF Station; St Johns Painting & Decorating Reg'd, interior painting of bldg No 20, RCAF Station. *Senneterre Que*: Modern Plumbing & Heating Ltd, installation of built-up roof, Back Up Tower No 1, RCAF Station. *Centralia Ont*: Arthur Hall, interior painting of bldgs, RCAF Station. *Hagersville Ont*: R F Almas Co Ltd, repairs to road, No 1 Det Stock Vehicle Park, RCOC. *London Ont*: Winder Seal Windows (London) Ltd, installation of aluminum windows, Wolseley Barracks. *Ottawa Ont*: Malloff Ltd, repairs to rifle range, Connaught Rifle Range. *Point Petre Ont*: Lightfoot Construction Ltd, alterations to water pumping station at Summer Camp. *Trenton Ont*: Beavis Bros Ltd, replacement of roof on bldg No 38, RCAF Station; Armson Iron Works Ltd, installation of bleachers on sports field, RCAF Station. *MacDonald Man*: H G Hay Decorating Co, interior painting of leantos to hangars, RCAF Station; H G Hay Decorating Co, exterior painting of bldgs, RCAF Station; H G Hay Decorating Co, interior painting of PMQs, RCAF Station. *Winnipeg Man*: A M Tallman, repairs to parking lots, RCAF Station; A M Tallman, repairs to roads, RCAF Station; Vulcan Iron & Engineering Ltd, repairs to boilers in central heating plant, RCAF Station. *Cold Lake Alta*: Rainbow Painting & Decorating Co, interior decorating of PMQs, RCAF Station. *Edmonton Alta*: Rainbow Painting & Decorating Co, painting of roofs on bldgs, Tactical Air Command Headquarters; Sinclair Concrete Co Ltd, construction of sidewalks, Griesbach Barracks. *Namoo Alta*: Edmonton Floor Surfacing Co Ltd, sanding of floors in PMQs, RCAF

Station. *Penhold Alta*: Everall Engineering Ltd, repairs to concrete surface in hangar No 5, RCAF Station. *Sardis B C*: P H Boldt & Son, exterior painting of bldgs, No 11 Works Coy, RCE, Camp Chilliwack. *Vernon B C*: Storms Contracting Co (Pacific) Ltd, repairs to roads at Military Camp.

National Harbours Board

Halifax N S: Fundy Construction Co Ltd, reconstruction of original pier 9. *Saint John N B*: Standard Dredging Co Ltd, maintenance dredging. *Montreal Que*: The Foundation Co of Canada Ltd, construction of wharf extension, sections 94 to 96; Atlas Construction Co Ltd, construction of piers, Nuns' Island Bridge; Charles Duranceau Ltd, alterations to southern approach, Jacques Cartier Bridge & construction of roadways; Charles Duranceau Ltd, construction of bituminous concrete paved road, sections 44-46; The Sicily Asphaltum Paving Co Ltd, construction of macadam base on Laurier & Sutherland Piers.

Department of Public Works

St John's Nfld: Colonial Construction Co Ltd, erection of concrete retaining wall on front of biological station, Fisheries Research Board of Canada. *Terra Nova National Park Nfld*: Concrete Products (Nfld) Ltd, grading, etc, of Trans-Canada Highway from Traytown to Big Brook. *Wabana Nfld*: Newfoundland Engineering & Construction Co Ltd, construction of federal bldg. *Prince Edward Island National Park P E I*: Matheson & MacMillan Ltd, grading, paving, etc, Dalvay to Stanhope Beach. *Summerside P E I*: M F Schurman Co, construction of fumigation chamber on Railway Wharf. *Wood Islands P E I*: J P Porter Co Ltd, *dredging. *Cape Breton Highlands National Park N S*: Trynor Construction Co Ltd, grading, culverts & base course, mile 10 to mile 15, Cabot Trail. *Chester N S*: Chester Seacraft Industries Ltd, *construction of 45 ft survey launch. *Comeauville N S*: R A Douglas Ltd, breakwater repairs; T C Gorman (Nova Scotia) Ltd, *driving of test piles. *Dublin Shore N S*: Colin R MacDonald Ltd, breakwater reconstruction & extension. *Glace Bay N S*: Foundation Maritime Ltd, *driving of test piles. *Halifax N S*: S W Ferguson Ltd, repairs to weeping tile & waterproofing exterior foundation walls at Camp Hill Hospital. *Isaac's Harbour N S*: Colin R MacDonald Ltd, wharf reconstruction. *Little Harbour (Lower Cherry Hill) N S*: Mosher & Rawding Ltd, reconstruction of wharf. *Willow Cove N S*: Mosher & Rawding Ltd, road construction. *Fredericton N B*: Weyman Construction Co Ltd, construction of front entrance steps, Science Service Laboratory; Weyman Construction Co Ltd, alterations to federal bldg. *Angliers (Quinze Dam) Que*: Intrusion-Prepakt Ltd, repairs & construction of apron (east half). *Blackpool Que*: Ovila Duteau, construction of summer inspection kiosk; Jean Baptiste Bouchard, construction of coolroom in Fisheries station. *Baie Ste Catherine (Anse-au-Portage) Que*: Gaspé Construction Inc, construction of wharf. *Carleton Que*: Jean B Boudreau, construction of spur wharf extension. *Grande Entrée Que*: La Cie de Construction Arseneau, construction of landing extension; La Cie de Construction Arseneau, repairs to slipway. *Hull Que*: Bedard-Girard Ltd, extension of services to machinery & equipment in National Printing Bureau; Roy & Lavoie Reg'd, alterations to Woods Mfg Bldg; Provincial Engineering Ltd, transfer of printing machinery, equipment & office furniture, etc, from Mortimer Bldg to National Printing Bureau; Maple Leaf Window Cleaners, cleaning of windows in various Government bldgs. *Larzon Que*: Geo T Davie & Sons Ltd, *construction of steel pontoons for suction dredge PWD No 12. *Maria Que*: Leonce Thibodeau, construction of protection works. *Maria Capes Que*: Fortunat Bernard, construction of slipway & hauling plant. *Matapedia Que*: J Antonio Dufour, construction of concrete wall. *Miguasha Que*: Bert Dimock, wharf enlargement. *Montreal Que*: Geo O'Reilly, moving of equipment, furniture & fittings from old UIC bldg to new UIC bldg; Canadian Erectors Manufacturing Ltd, *construction of steel pontoons for dredge PWD No 21; Rowe Bros & Co (Canada) Ltd, supply & erection of steel partitions in new UIC bldg; J J Shea Ltd, subdividing of rooms in National Film Board bldg. *Napierville Que*: Lemieux & Frère Inc, construction of post office bldg. *Petite Rivière Est Que*: Marcel Cauvier & J E Keays, jetty extension. *Quebec Que*: Maurice Pollock Realty Co Ltd, cleaning interior of Pollock bldg. *Rivière-au-Renard Que*: Emile Cloutier, wharf extension. *St Jean Port Joli Que*: Jean-Baptiste Rioux, wharf extension. *St Omer Que*: Fortunat Bernard, construction of remedial wall. *St Simon Que*: La Cie D'Equipment & Construction de Rimouski Ltée, construction of protection works. *Schefferville Que*: Richard & B A Ryan Ltd, sectioning, moving & erecting RCAF bldg No 1. *Terrebonne Que*: Leonard J Weber Construction Co, addition & alterations to federal bldg. *Arnprior Ont*: M Sullivan & Son Ltd, construction of foundations & repairs to bldg No 13, Civil Defence College. *Brantford Ont*: J I Crowe & Sons, alterations & partitioning

in premises of Customs & Excise Division. *Elliot Lake Ont*: Hill-Clark-Francis Ltd, erection of prefabricated bldg for postal accommodation. *Hamilton Ont*: Norm Stewart, alterations to old federal bldg. *Kemptville Ont*: H W Cameron, installation of new screen-line, lock boxes & redecoration of post office. *London Ont*: Roy James Construction Co Ltd, alterations to National Revenue bldg. *Napanee Ont*: F McConnell & Son, construction of screenline in post office. *Oshawa Ont*: St Clair House Wrecking Co Ltd, demolition of old post office bldg. *Ottawa Ont*: Hugh M Grant Ltd, & J A Cronier Co Ltd, demolition of National Film Board bldg; Dibblee Construction Co Ltd, construction of parking facilities on Parliament Hill; William D'Aoust Construction Ltd, removal & replacement of damaged lintel over entrance of Connaught Bldg; A Lanctot Construction Co Ltd, removal & repairs to tunnels, east bank, Parliament Hill; J A Cronier Co Ltd, demolition of various bldgs; McAuliffe-Grimes Ltd, laying of mastic on third floor, old Printing Bureau; Rene Cleroux, installation of fresh air supply in main bldg, NRC; Murphy & Morrow Ltd, repair to defective plaster in Postal Terminal Bldg; McAuliffe-Grimes Ltd, laying of mastic on fifth floor, old Printing Bureau; Norman H Way Construction, alterations to kitchen equipment, Experimental Farm; Keystone Contractors Ltd, Rideau Heights development; Sunnysday Contractors Ltd, repointing & repairs to stonework, Confederation Bldg; Stanley G Brookes, electrical work in Norlite Bldg; Commercial Painting & Decorating Co, exterior painting of Confederation Bldg; Lord & Burnham Co Ltd, repairs to Palm House & installation of aluminum caps on exterior of bldg, Rideau Hall; Roger E Boivin, redecorating walls & ceilings of Postal Terminal Bldg; J R Statham Construction, alterations on first & second floors, Jackson Bldg; Canadian Ice Machine Co Ltd, installation of air conditioning system in Senate Chamber & room 301, Centre Block, Parliament Bldgs; McAuliffe-Grimes Ltd, laying of mastic on fourth floor, old Printing Bureau; William D'Aoust Construction Ltd, construction of mezzanine floor, COD, Plouffe Park; William D'Aoust Construction Ltd, alterations to No 3 Temporary Bldg; Boreal Construction Co Inc, alterations to ground floor of Kent-Albert bldg; Leopold Beaudoin Construction Ltd, alterations to Booth barn, Animal Husbandry Division, CEF; Andrews Bros Construction Co, alterations for installation of irradiation laboratory, Booth St; Robert Strang, interior painting & decorating, Langevin Block; Moe Koffman, alterations to fourth floor, Sovereign Bldg; Raymond Marcell, restoration of stonework & repairs to Langevin Block; H Pion & Sons, supply & installation of ventilation system in RCMP Seminary Bldg; George C Graves Construction Co Ltd, renovations for relocation of Forest Biology Division, Science Service Annex, CEF; Duford Ltd, replacement of window glass in Senate Chamber; B Perini & Sons Canada Ltd, construction of office bldg, Riverside Drive. *Petawawa Ont*: M Sullivan & Son Ltd, construction of residences, Forest Experimental Station. *Port Arthur Ont*: Joseph Henri Turcotte, interior painting of federal bldg. *St Thomas Ont*: Elgin Construction Co Ltd, alterations to post office & customs bldg; C E Flexen Machine Co Ltd, *construction & delivery of dipper attachment & shipper shaft pinions for dredge *PWD No 116*. *Toronto Ont*: J O Dougall Ltd, repainting & redecoration of UIC bldg; Taylor Bros, installation of counters, screens, & painting, etc, British Postal Parcels Section, Dominion Public Bldg; Wilkinson Construction Ltd, installation of partitions at 98 Fleet St. *Welland Ont*: Master Painters & Decorators, interior painting of post office, UIC & customs premises in federal bldg. *Windsor Ont*: Luigi De Apollonia, renovations to animal quarantine station. *Boissevain Man*: Gustav Verbeke, alterations & improvements to postal area at federal bldg. *Stonewall Man*: Malcom Construction Co Ltd, alterations & renovations to postal area at federal bldg. *Wasagamung Man*: Claydon Co Ltd, wharf reconstruction, Riding Mountain National Park. *Esterhazy Sask*: Melville Construction Co, repairs to RCMP detachment quarters. *North Battleford Sask*: W C Wells Construction Co Ltd, construction of federal bldg. *Onion Lake Sask*: K G Myers Construction, construction of nursing station. *Prince Albert Sask*: Wagner Bros, interior painting of federal bldg. *Regina Sask*: W H McDiarmid Construction Co, alterations to old post office bldg. *Banff National Park Alta*: W C Arnett & Co Ltd, grading, culverts, base course & prime coat, mile 40 to mile 46, Banff-Jasper Highway; W C Arnett & Co Ltd, grading, culverts, base course & prime coat, mile 34 to mile 40, Banff-Jasper Highway; Thode Construction Ltd, bituminous stabilized base course, mile 14.2 to mile 29.7, Trans-Canada Highway; McNamara Construction Co Ltd, bituminous stabilized base course, mile 2 to mile 22, Banff-Jasper Highway. *Calgary Alta*: Whynot Construction Ltd, repairs to foundation walls of Traders Bldg; Humphrey Aluminum Windows Ltd, supply & installation of aluminum sash to windows of Traders Bldg; Russell Decorators, painting & plaster repairs to federal bldg. *Edmonton Alta*: T B Cumming, *construction of diesel engine driven tender for dredge *PWD No 250*. *St Paul Alta*: Poole Construction Co Ltd, addition & alterations to federal bldg. *Esquimalt*

B C: A & B Construction Co Ltd, refitting jetty "B", reconstruction of deck & services; Victoria Pile Driving Co Ltd, construction of guard rail on Ogden Point Piers. *Glacier National Park B C*: Mannix Ltd, clearing & grubbing, mile 19 to mile 29, Trans-Canada Highway. *Haney B C*: Fraser River Pile Driving Co Ltd, wharf reconstruction. *Harrison Mills B C*: Fraser River Pile Driving Co Ltd, shear boom renewal. *Musgrave B C*: B C Pile Drivers Ltd, renewal of wharf. *New Westminster B C*: Fraser River Pile Driving Co Ltd, construction of concrete crib wall, Railway Bridge. *Port Kells B C*: Fraser River Pile Driving Co Ltd, approach renewal. *Port Mann B C*: Fraser River Pile Driving Co Ltd, construction of wharf & floats. *Shoal Bay B C*: Pacific Pile Driving Co Ltd, wharf repairs. *Vancouver B C*: Vivian Diesels & Munitions Ltd, *construction of boom, shipper shaft, dipper arm & dipper for dredge *PWD No 251*; C J Seamer & Sons Ltd, repairs to & painting of interior of Winch Bldg; Allan & Viner Construction Ltd, repairs to and painting of interior of Begg Bldg; R D Bristowe Ltd, repairs to & painting of interior of Alvin Bldg. *Victoria B C*: Victoria Machinery Depot Co Ltd, *docking of & repairs to first graving dock floating caisson, HMC Dockyard; Murphy Electric Co Ltd, electrical repairs at UIC bldg. *Yoho National Park B C*: Concrete Constructors Ltd, construction of bridge over Kicking Horse River & overpasses, mile 21.8 & mile 22.7; Dawson, Wade & Co Ltd, bituminous stabilized base course, mile 0 to mile 12, Trans-Canada Highway. *Cambridge Bay N W T*: Progress Electric Ltd, installation of electrical services at nursing station. *Fort Providence N W T*: Western Construction & Lumber Co Ltd, construction of highway, mile 40, Mills Lake Road. *Resolute Bay N W T*: The Tower Co Ltd, construction of seismograph vault, etc. *Yellowknife to Rae N W T*: McNamara Construction Co Ltd, grading & culverts, mile 0 to mile 20. *Mayo Y T*: John A MacIsaac Construction Co Ltd, construction of Mayo River bridge, Whitehorse highway. *Whitehorse Y T*: Dawson & Hall Ltd, construction of boiler house & laundry for hospital & ancillary bldgs.

St. Lawrence Seaway Authority

Soulanges Section Que: Donovan Construction Co of Canada, supply & installation of electrical system at Lower Beauharnois lock.

Department of Transport

Burnt Point Nfld: Twillingate Engineering & Construction Co Ltd, construction of dwelling, fog alarm & light tower. *Gull Island Nfld*: Twillingate Engineering & Construction Co Ltd, construction of power house, radio beacon bldg, etc. *Keppel Island Nfld*: Provincial Constructors Ltd, construction of dwelling, fog alarm & storage shed, etc. *Rose Blanche Nfld*: S J Clark, construction of bungalow, tower & fog alarm bldgs. *Sagana Island Nfld*: S J Clark, construction of dwelling & fog alarm bldg. *Panmure Head P E I*: Wm Whiteway, construction of dwelling. *Liscomb Island N S*: M C Campbell & D J Grant, construction of dwelling. *Yarmouth N S*: Lewis Bros Asphalt Paving Ltd, additional development at airport. *Boars Head N B*: L E & P E Armstrong, construction of dwelling & light tower & demolition of existing bldgs. *Fredericton N B*: Diamond Construction (1955) Ltd, additional development at airport. *Saint John N B*: Lunenburg Foundry & Engineering Ltd, *construction of pilot boat. *Cartierville Que*: Lakeshore Construction Inc, additional development at airport. *Dorval Que*: Trudeau & Fils Ltée, installation of water supply mains & sewage disposal lines at airport; Deschambault Quarry Corp, *supply of limestone for air terminal bldg; Adu Granite Inc, *supply of granite for air terminal bldg. *Fort Chimo Que*: H J O'Connell Ltd, construction of two bridges, repairs to one bridge, improvements to roads, etc. *Megantic Que*: Edouard Grenier, construction of dwelling & related work. *Rivière à la Martre Que*: Arthur Lafontaine & Ovide Fortin, construction of dwelling & demolition of existing dwelling. *Seven Islands Que*: H J O'Connell Ltd, surface treatment of existing runways at airport. *Three Rivers Que*: Henri-Georges Gauthier, landscaping of Radio Marine Station site. *Ottawa Ont*: M J Sulpher & Sons Ltd, construction of equipment stores bldg, etc, at Uplands Airport. *Portage la Prairie Man*: Tallman Construction Co Ltd, additional development at airport. *The Pas Man*: Claydon Co Ltd, installation of water supply mains at airport. *Broadview Sask*: Webbs Construction, construction of pumphouse-reservoir & related work at airport. *Prince Albert Sask*: Wirtanen Electric Co Ltd, construction of airport lighting facilities. *Saskatoon Sask*: Asphalt Services Ltd, construction of car park at airport. *Edmonton Alta*: Universal Construction Co Ltd, construction of equipment garage & stores bldg; Tallman Construction Co Ltd, & Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, airport development. *Vancouver B C*: Allied Builders Ltd, *construction of twin

(Continued on page 1119)

WAGES, HOURS, WORKING CONDITIONS

Vacations with Pay in Canadian Industry

Paid vacations more widespread, longer, and require shorter service to qualify than ever before. Vacations of non-office workers coming more into line with those granted to office employees, survey shows

Paid vacations* for Canadian workers are more widespread, of longer duration, and require shorter relative qualifying periods than ever before.

These facts are brought out in the results of the April 1956 survey of working conditions conducted by the Economics and Research Branch of the Department of

Labour. In this survey, information on vacation provisions and other practices was received from firms in most branches of industry†, with total employment of more than one and a half million persons; of this total, about three-quarters were non-office and one-quarter office employees. A breakdown of these employees by industrial groups is as follows:

	Non-office Employees		Office Employees	
	No.	Per cent	No.	Per cent
Manufacturing.....	799,365	65.4	204,881	51.2
Metal Mining.....	45,361	3.7	4,495	1.1
Coal Mining.....	15,992	1.3	780	.2
Steam Railways.....	124,825	10.2	40,194	10.1
Urban and Suburban Passenger Transportation.....	17,346	1.4	4,174	1.0
Truck Transportation.....	11,233	.9	2,660	.7
Public Utilities.....	22,805	1.9	14,680	3.7
Wholesale Trade.....	32,167	2.6	35,550	8.9
Retail Trade.....	114,342	9.4	25,598	6.4
Laundries.....	8,661	.7	947	.2
Hotels.....	15,753	1.3	1,830	.5
Restaurants.....	11,712	1.0	446	.1
Banking and Insurance ¹	2,303	.2	63,568	15.9
	1,221,865	100.0	399,803	100.0

¹ Chartered banks and head offices of life insurance companies.

The most notable developments in regard to vacation practices in Canada have been, first of all, the growth in their incidence, particularly for non-office employees; secondly, the extension of annual vacations

to two and three weeks per year, and in some cases to four weeks; and, thirdly the reduction of service requirements for entitlement to vacations of various lengths.

Another noteworthy feature is the growing similarity, in most industrial groups, in vacations for non-office and office workers. While detailed statistical information in regard to vacation practices before 1949 is not available, the impression is that prior to the Second World War a very much smaller proportion of non-office workers were granted paid holidays than is now the case, while office workers have been granted paid vacations for many years.

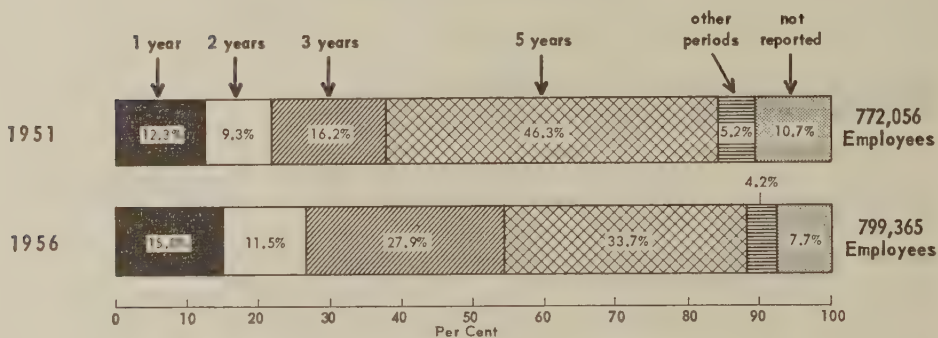
*For additional information on paid vacations see: L.G., July 1954, pp. 1012-1017, Vacations with Pay Provisions in Collective Bargaining Agreements; L.G., March 1956, p. 316, Method of Computing Vacation Pay; L.G., April 1957, pp. 454-463, Collective Agreements in Canadian Manufacturing Industries, 1956.

†Not included are: construction, logging, water transportation and interurban bus transportation. Information on vacations in banking and insurance is confined to office employees.

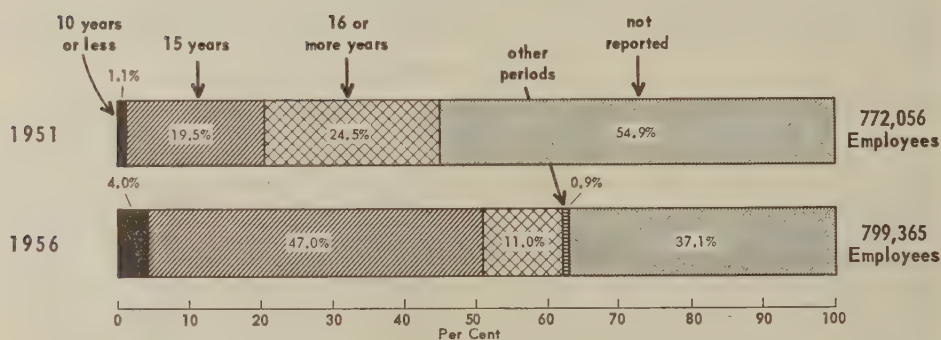
COMPARISON OF SERVICE REQUIREMENTS FOR 2, 3 AND 4 WEEK VACATIONS IN MANUFACTURING, 1951 AND 1956

(percentages denote proportion of employees)

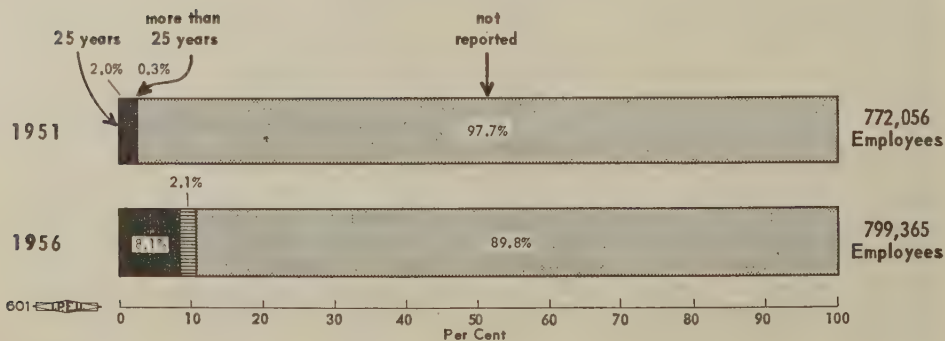
2 WEEKS' PAID VACATION



3 WEEKS' PAID VACATION



4 WEEKS' PAID VACATION



There are several possible explanations for this growing similarity of treatment of office and non-office workers. One of the principal reasons is the increased bargaining power of labour organizations, which have made a point of securing for their members fringe benefits of various kinds that were formerly granted mainly to the white-collar worker. The greater emphasis in postwar collective bargaining on issues other than wages has had the effect not only of bringing the vacations of hourly paid employees more into line with those of white-collar workers, but also has had some effect on the increase in the length of the vacation periods granted to both classes.

An example of the decreasing divergency of practice in regard to office and non-office workers' vacations can be obtained by comparing the results of the 1949 survey of manufacturing with those of 1956. In

the former year, 97 per cent of office workers in manufacturing got a paid vacation of two weeks, while only 81 per cent of non-office workers were granted two weeks; in 1956, the corresponding percentages were 99 and 92. Similarly, in 1949, 42 per cent of office workers could become eligible for vacations of three weeks, compared with 30 per cent of non-office employees, while in 1956, these percentages were 72 and 63 respectively. In both years, of course, the granting of vacations was subject to qualifying service periods of varying lengths.

The present comparative similarity of treatment of non-office and office employees in regard to paid vacations is borne out in the following table, which gives the relative proportions of total employees in establishments reporting vacations of two, three and four weeks respectively for these two categories of workers:

	2 Weeks		3 Weeks		4 Weeks	
	Non-office	Office	Non-office	Office	Non-office	Office
Manufacturing.....	92	99	63	72	10	13
Coal Mining.....	99	99	*	*	*	*
Metal Mining.....	91	91	48	56	25	40
Steam Railways.....	100	100	100	100	*	*
Urban and Suburban Passenger Transportation.....	99	99	97	99	33	23
Truck Transportation.....	95	98	34	31	*	*
Public Utilities.....	94	97	96	97	52	67
Wholesale Trade.....	96	99	61	78	16	22
Retail Trade.....	98	99	66	63	41	57
Laundries.....	65	82	13	1	*	*
Hotels.....	93	94	35	27	*	*
Restaurants.....	72	81	35	42	20	31

* Less than 1 per cent.

It will be noted that as a general rule the proportion of office workers is higher than for non-office, although in a few cases in the "3 weeks" column the reverse is the case. In six of the seven industrial groups in which four-week vacations were reported, larger proportions of office employees were covered than non-office (See Tables 3 and 5).

Manufacturing Industry

The evolution of present-day vacation practice for plant employees in manufacturing has been rapid. The substantial changes that have occurred over the past years are shown in the graph on page 1104. The most striking change occurred in three-week vacations, in particular the shortening of the service requirement to 15 years or fewer.

Tables 1 and 2 give details on vacations for plant employees in manufacturing by industrial subdivisions and by provinces. In the majority of industrial groups five years was the most common service

requirement for two weeks' vacation, although in four of the groups it was three years and in three others it was only one year. Fifteen years was the predominant length of service for three weeks in most manufacturing subdivisions. Only in two groups, tobacco and petroleum and coal products, was the majority of employees eligible for four-week vacations, usually after 25 years.

Although all but a few provinces have legislation providing for paid vacations, the provincial analysis of the survey data for manufacturing reveals more liberal vacation practice than the law requires. About four-fifths of the manufacturing employees are located in the two industrialized provinces of Quebec and Ontario; and in these provinces, the largest concentrations of employees were in plants where two weeks' vacation is granted after five and three years. In the other provinces the service requirement varied generally between one and five years. There was considerable uniformity among the provinces in regard

TABLE 1.—VACATIONS WITH PAY OF PLANT EMPLOYEES IN MANUFACTURING, BY INDUSTRY, APRIL 1956

Proportion of Plant Employees																	
Food and Beverages	Tobacco and Products	Rubber Products	Leather Products	Textile (except clothing)	Clothing Textile and Fur	Wood Products	Paper Products	Printing and Publishing Allied Industries	Iron and Steel Products	Transportation Equipment	Non-Ferrous Metal Products	Electrical Apparatus and Supplies	Non-metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Miscellaneous Manufacturing	
TWO WEEKS WITH PAY																	
AFTER:																	
Less than 1 year.....	0.3														0.3	0.8	17.1
1 year.....	20.2	0.8	0.5	7.5	1.0	0.5	4.9	0.8	3.0	0.1	*	0.2	3.4	12.9	77.2	37.3	5.1
2 years.....	19.7	90.1	0.5	35.9	14.6	15.3	3.5	4.1	68.6	6.7	17.4	3.4	8.7	14.1	11.1	24.2	28.0
3 years.....	18.5		63.3	7.5	8.1	8.6	9.4	25.8	6.1	51.8	28.9	43.3	52.1	18.3	11.2	27.2	2.3
4 years.....	7.4		0.1	0.1	2.1	0.1	1.2	0.8		2.6	2.9	1.5	31.7	44.4	0.1	8.5	34.9
5 years.....	24.0	3.3	32.9	24.7	64.5	27.9	53.3	68.0	0.2	28.1	31.8	13.8	0.5	0.1		0.5	2.5
6 or more years.....	0.7	3.3		1.3	0.4	0.9	3.8	0.3	0.2	1.1	0.6	0.4	*	0.1		0.1	0.4
Service not specified.....	0.2			5.7	0.7		1.0		1.4	0.1						0.9	
No information on two weeks vacation.....	9.0	2.5	1.6	14.7	7.0	17.7	22.9	0.7	2.0	3.3	11.9	2.6	1.5	9.5	0.1	0.9	9.7
THREE WEEKS WITH PAY																	
AFTER:																	
Less than 10 years.....	1.3			0.5		0.7	0.4	0.2	12.5	0.1	0.6	*	0.4	4.3	1.9	0.1	1.0
10 years.....	10.4			2.1	0.1	0.4	0.4		4.0	3.5	0.8	1.5	3.0		36.2	3.9	4.1
11-14 years.....	5.0			0.2				0.2	2.3	0.3	1.1	0.4	0.2		0.1	1.2	
15 years.....	35.9	82.6	87.0	8.2	15.4	5.9	7.8	87.5	15.8	67.1	48.6	71.0	80.7	37.0	54.3	46.5	30.8
16 or more years.....	18.5	6.1	4.6	9.9	39.1	10.0	4.7	2.1	20.4	11.0	3.7	5.8	2.8	21.0	0.2	18.5	12.0
Service not specified.....							0.1		0.3	*				*			
No information on three weeks vacation.....	28.9	11.3	8.4	79.1	45.4	83.0	86.6	10.0	44.7	18.0	45.2	21.3	12.9	37.7	7.3	29.8	52.1
FOUR WEEKS WITH PAY																	
AFTER:																	
Less than 25 years.....	0.9					0.2	0.2		0.4	1.6	0.1		*	1.1		2.1	0.6
25 years.....	7.4			0.3	1.7	1.7	0.6	0.7	5.3	10.6	0.8	30.6	3.4	11.4	65.8	18.5	8.6
26 or more years.....	0.9							0.8	3.0	0.9	1.4	0.3	19.0		2.1	3.8	1.4
No information on four weeks' vacation.....	90.8	17.4	100.0	99.7	98.3	98.1	99.2	98.5	91.3	86.9	97.7	69.1	77.6	87.5	32.1	75.6	89.4
SURVEY COVERAGE																	
Establishments.....	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Plant Employees.....	966	23	32	191	261	615	749	294	442	821	631	178	186	211	61	308	197
	88,463	7,430	14,497	18,014	50,154	54,445	59,961	67,288	27,722	131,647	114,325	40,645	51,631	19,306	9,624	28,806	15,377

* Less than 0.1 percent.

TABLE 2.—VACATIONS WITH PAY OF PLANT EMPLOYEES IN MANUFACTURING, BY PROVINCE, APRIL 1956

Length of Vacation and Service Requirement	Proportion of Plant Employees							
	Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan
	%	%	%	%	%	%	%	%
TWO WEEKS WITH PAY AFTER:								
Less than 1 year.....	0.5	19.3	16.7	3.7	0.7	0.4	2.4	0.5
1 year.....	45.3		23.4	23.4	10.3	14.0	18.5	98.7
2 years.....	1.1		8.0	2.6	10.0	8.8	26.3	
3 years.....	7.7		29.8	7.4	25.5	33.0	40.9	
4 years.....			1.0	1.3	2.1	2.9		
5 years.....			19.1	40.3	46.4	33.3	7.4	
6 or more years.....	21.7	23.8	0.3	0.3	0.9	1.0	2.8	
Service not specified.....	0.2		0.4	0.6	0.7	0.2	0.3	
No information on two weeks' vacation.....	23.5	56.9	23.4	20.4	9.4	6.4	1.4	0.8
THREE WEEKS WITH PAY AFTER:								
Less than 10 years.....			1.5		*	0.9	0.9	5.2
10 years.....			3.3	0.5	1.7	3.5	1.0	15.5
11-14 years.....					1.0	0.8	*	
15 years.....		23.8	25.5	30.4	43.9	55.3	29.7	
16 or more years.....	50.3		3.4	4.1	13.7	11.0	24.4	
Service not specified.....	0.1					*		
No information on three weeks' vacation.....	49.5	76.2	66.3	65.0	39.7	28.5	44.0	40.3
FOUR WEEKS WITH PAY AFTER:								
Less than 25 years.....	0.3			0.5	0.1	0.7	0.3	
25 years.....	0.7		3.1		6.0	9.4	1.0	
26 or more years.....				1.6	5.5	0.6	0.1	
No information on four weeks' vacation.....	99.0	100.0	96.9	97.9	88.4	89.3	98.6	91.5
SURVEY COVERAGE								
Establishments.....	No. 60	No. 15	No. 213	No. 141	No. 1,630	No. 2,747	No. 358	No. 141
Plant Employees.....	6,881	592	19,545	13,579	246,577	404,941	23,546	5,945
							No. 248	No. 611
							17,181	60,497

* Less than 0.1 per cent.

to three-week vacations, with 15 years of service being the predominant service requirement. Four weeks off with pay after 25 years' service was reported as being more prevalent in Quebec, Ontario, Saskatchewan, Alberta and British Columbia.

The vacation situation for office employees in manufacturing, by provinces, is shown in Table 4. In all provinces two weeks' vacation during or on completion of the first year of employment was predominant. The pattern for three-week vacations for office employees is very similar to that for plant employees. Only in Saskatchewan was a substantial proportion reported as eligible for three weeks after less than 15 years' service. Quebec and Ontario were the only provinces where more than 10 per cent of the office employees in manufacturing could qualify for four weeks.

A by-product of the growth of vacations among the non-office group has been the practice of closing an establishment for vacation period; this practice obviates to a considerable extent the problem of replacements for skilled employees. In 1954, the last time this aspect of vacation policy was surveyed, establishments accounting for about 60 per cent of the total employment in manufacturing reported that they closed their plants during the vacation period. Such practice is, of course, not practical in every branch of industry.

Non-Manufacturing Industries

Tables 3 and 5 give details on vacation policies reported to the survey by the principal non-manufacturing groups for non-office and office employees respectively.

The non-manufacturing groups vary considerably in the nature of work performed, types of work places, and types of persons who seek employment in them. There is therefore greater variation in vacation practices among these industries than is the case in the different subdivisions of the manufacturing industry.

With the exception of the laundries and restaurant groups, more than 90 per cent of the employees in each of the groups covered in Tables 3 and 5 get vacations of at least two weeks after varying periods of service. Both laundries and restaurants are industries that employ relatively large proportions of workers who do not require extensive job training, and are subject to high labour turnover. In industries which have high labour turnover rates and which make use of part-time workers, the demand for vacations is likely to be less insistent than is the case in industries with more stable employment.

Coal Mining—Practically all workers (98 per cent) in coal mining become eligible for two-week vacations after one year, but fewer than 1 per cent ever receive vacations of longer duration.

Metal Mining—More than 90 per cent of the employees in metal mining receive vacations of at least two weeks but 49 per cent of them must have had five or more years' service before being granted vacations of this length.

Almost half the workers in this industry (48 per cent of non-office and 56 per cent of office) can become eligible for three-week vacations, in most cases after 15 years of service. A quarter of the non-office workers in metal mining become eligible for four-week vacations after 25 years' service, while about 40 per cent of office workers become eligible for such vacations by the time they have had the same length of service.

Steam Railways—In steam railways there is almost complete equality of treatment of office and non-office employees in regard to vacation practices. All employees are given a two weeks' vacation after three years of service but about half of the office workers receive this vacation after one year's service. All railway employees receive an annual three-week vacation after 15 years' service. No vacations of four weeks were reported.

Urban and Suburban Passenger Transportation—Vacations of two weeks after one year's service are granted to 83 per cent of non-office workers and 96 per cent of office workers in urban and suburban passenger transportation. Almost all workers can become eligible for three-week vacations after varying periods of service but a larger proportion of office workers than of non-office workers becomes eligible for these after ten years. Roughly one-third of non-office employees and one-quarter of office workers can become eligible for four-week vacations but these are, in most cases, granted only after service of 26 years or more.

Truck Transportation—Almost 60 per cent of the office workers in truck transportation receive two weeks' vacation after one year's service while non-office workers usually have to have worked three or more years before getting such vacations. Vacations of three weeks are reported by firms which employ approximately a third of the workers in this industry and such vacations which have been reported are usually granted only after periods of service of 16 or more years.

TABLE 3.—VACATIONS WITH PAY OF NON-OFFICE EMPLOYEES IN SELECTED INDUSTRIES, APRIL 1956

Length of Vacation and Service Requirements	Proportion of Non-Office Employees										
	Coal Mining	Metal Mining	Steam Railways	Urban and Suburban Passenger Transportation	Truck Transportation	Public Utilities	Wholesale Trade	Retail Trade	Laundries Dryers, Cleaners and Pressers	Hotels	Restaurants
	%	%	%	%	%	%	%	%	%	%	%
TWO WEEKS WITH PAY AFTER:											
Less than 1 year.....	98.3	2.4	.....	83.3	5.7	0.3	4.3	5.2	.....	.....	0.7
1 year.....	.....	32.2	.....	5.9	15.2	62.1	64.4	70.5	4.7	12.3	23.8
2 years.....	0.2	4.1	.....	5.2	56.9	18.5	13.1	17.3	10.4	40.2	23.9
3 years.....	.....	2.2	100.0	1.4	10.8	9.4	4.6	2.2	29.1	26.1	8.7
4 years.....	.....	42.8	.....	3.0	*	3.1	0.7	*	2.4	.....	.....
5 years.....	.....	6.8	.....	.....	.....	3.1	8.5	2.3	16.9	14.1	14.4
6 or more years.....	.....	0.2	.....	.....	.....	0.4	0.5	0.1	1.1	0.2	0.9
Service not specified.....	.....	0.2	.....	.....	.....	.....	0.1	0.2	.....	0.3	.....
No information on two weeks' vacation.....	1.5	9.3	.....	1.2	5.4	5.9	3.8	2.2	35.4	6.8	27.6
THREE WEEKS WITH PAY AFTER:											
Less than 10 years.....	.....	2.9	.....	7.2	0.7	10.9	1.9	11.8	1.8	2.3	3.7
10 years.....	.....	0.5	.....	39.8	1.0	11.8	11.3	5.1	1.6	1.0	4.4
11-14 years.....	0.9	1.1	.....	11.4	0.3	31.5	0.7	0.8	.....	.....	.....
15 years.....	.....	33.8	100.0	7.1	27.8	17.0	30.7	39.6	5.4	26.8	10.0
16 or more years.....	.....	9.3	.....	28.6	4.1	21.7	15.9	8.6	4.6	1.4	17.3
Service not specified.....	.....	.....	.....	.....	.....	.....	0.1	.....	.....	.....	.....
No information on three weeks' vacation.....	99.1	52.4	.....	2.9	65.8	4.1	39.4	31.1	86.6	65.5	61.6
FOUR WEEKS WITH PAY AFTER:											
Less than 25 years.....	.....	0.2	.....	2.4	0.7	0.3	0.1	0.6	.....	0.3	0.4
25 years.....	.....	24.7	.....	0.5	.....	36.1	13.3	39.2	.....	.....	10.6
26 or more years.....	.....	75.1	100.0	30.2	.....	15.1	2.5	6.6	.....	.....	9.4
No information on four weeks' vacation.....	100.0	.....	.....	66.9	99.3	48.5	84.1	58.6	100.0	99.7	79.6
SURVEY COVERAGE											
Establishments.....	No. 50	No. 115	No. 18	No. 46	No. 240	No. 165	No. 1,224	No. 1,280	No. 145	No. 196	No. 297
Non-Office Employees.....	15,992	45,361	124,825	17,346	11,233	22,805	32,167	114,342	8,661	15,753	11,712

* Less than 0.1 per cent.

TABLE 4.—VACATIONS WITH PAY OF OFFICE EMPLOYEES IN MANUFACTURING BY PROVINCE, APRIL 1956

Length of Vacation and Service Requirements	PROPORTION OF PLANT EMPLOYEES									British Columbia
	Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	
	%	%	%	%	%	%	%	%	%	%
<i>Two weeks with pay after:</i>										
Less than 1 year.....	5.1	—	0.1	5.9	21.7	14.6	6.1	0.1	0.8	0.4
1 year.....	89.0	94.9	89.8	87.9	67.7	76.5	76.5	96.1	73.0	91.0
2 years.....	1.3	—	2.5	3.1	4.5	4.4	13.8	—	25.9	5.9
3 years.....	0.2	—	0.2	0.1	0.7	1.0	3.3	—	—	0.3
4 years.....	—	—	—	—	—	0.3	—	—	—	—
5 years.....	—	—	1.6	—	1.9	2.5	—	—	—	0.7
6 or more years.....	—	—	0.1	0.5	0.2	—	—	—	—	—
Service not specified.....	0.9	—	2.5	0.4	0.6	0.1	0.1	—	*	0.8
No information on two weeks' vacation.....	3.3	5.1	2.9	2.1	2.7	0.6	0.2	3.8	0.3	0.9
<i>Three weeks with pay after:</i>										
Less than 10 years.....	5.7	—	9.4	—	0.9	2.2	1.0	7.6	1.8	11.1
10 years.....	—	—	4.3	5.4	3.2	10.7	1.1	13.4	7.6	8.1
11 to 14 years.....	—	—	—	—	2.1	0.2	0.4	—	0.2	1.8
15 years.....	61.2	22.1	22.9	36.0	54.3	53.0	31.8	27.9	42.0	44.7
16 or more years.....	0.4	—	5.7	7.7	11.0	8.4	25.7	14.8	14.3	3.7
Service not specified.....	—	—	—	—	*	—	—	—	—	—
No information on three weeks' vacation.....	32.7	77.9	57.7	50.9	28.5	25.5	40.0	36.3	34.1	30.6
<i>Four weeks with pay after:</i>										
Less than 25 years.....	4.2	—	—	—	0.5	0.5	0.3	—	0.1	0.2
25 years.....	2.2	—	4.0	—	6.2	10.7	1.3	8.6	7.8	15.7
26 or more years.....	—	—	—	4.4	0.8	1.0	0.1	—	—	—
No information on four weeks' vacation.....	93.6	100.0	90.0	93.6	83.6	87.9	98.3	91.4	92.1	84.1
<i>Survey Coverage</i>	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Establishments.....	60	15	213	141	1,630	2,747	358	141	248	611
Office Employees.....	1,200	217	2,751	2,069	58,842	116,439	5,940	1,633	4,732	11,048

* Less than 0.1 per cent.

TABLE 5.—VACATIONS WITH PAY OF OFFICE EMPLOYEES IN SELECTED INDUSTRIES, APRIL 1956

Length of Vacation and Service Requirements	PROPORTION OF OFFICE EMPLOYEES											
	Coal Mining	Metal Mining	Steam Railways	Urban and Suburban Transportation	Truck Transportation	Public Utilities	Wholesale Trade	Retail Trade	Laundries, Dryers, Cleaners and Pressors	Hotels	Restaurants	Banking and Life Insurance
	%	%	%	%	%	%	%	%	%	%	%	%
<i>Two weeks with pay after:</i>												
Less than 1 year.....	1.3	—	—	—	0.4	2.7	9.9	5.1	2.1	0.3	0.5	11.2
1 year.....	97.0	89.3	52.0	96.3	58.7	90.5	80.3	70.2	30.8	19.0	54.0	88.8
2 years.....	0.8	1.2	5.3	2.5	29.1	4.0	7.0	21.9	16.1	43.5	18.6	—
3 years.....	—	—	42.7	0.1	—	*	0.1	1.1	22.2	16.1	2.2	—
4 years.....	—	—	—	—	—	—	—	—	—	—	—	—
5 years.....	—	—	—	—	1.1	—	0.9	0.8	10.1	15.4	5.9	—
6 or more years.....	—	0.4	—	—	—	—	0.1	*	0.7	—	—	—
Service not specified.....	—	0.2	—	—	—	—	0.3	0.2	—	0.1	—	—
No information on two weeks' vacation.....	0.9	8.9	—	1.1	1.7	2.8	1.4	0.7	18.0	5.6	18.8	—
<i>Three weeks with pay after:</i>												
Less than 10 years.....	0.3	15.0	—	1.9	2.5	9.3	2.7	3.9	1.7	2.9	3.1	0.2
10 years.....	—	0.2	—	63.1	6.4	10.0	16.0	3.3	0.4	6.2	1.1	1.5
11—14 years.....	1.3	—	—	7.6	—	44.1	0.2	0.3	—	—	—	0.2
15 years.....	1.3	36.0	100.0	3.1	21.0	12.4	41.3	46.5	3.9	16.9	5.2	49.4
16 or more years.....	—	4.8	—	23.0	0.7	21.4	17.7	8.6	2.7	1.4	33.0	48.4
Service not specified.....	—	—	—	—	—	—	*	—	—	—	—	—
No information on three weeks' vacation.....	97.1	44.0	—	1.3	69.4	2.8	22.1	37.4	91.3	72.6	57.6	0.3
<i>Four weeks with pay after:</i>												
Less than 25 years.....	—	9.2	—	0.8	0.8	0.2	0.2	0.5	—	0.4	—	3.0
25 years.....	—	30.3	—	—	—	50.2	17.2	43.9	—	—	25.8	9.5
26 or more years.....	—	—	—	21.7	—	16.2	4.9	13.0	—	—	4.7	1.9
No information on four weeks' vacation.....	100.0	60.5	100.0	77.5	99.2	33.4	77.7	42.6	100.0	99.6	69.5	85.6
<i>Survey Coverage</i>												
Establishments.....	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Office Employees.....	50	115	18	46	240	165	1,224	1,280	145	196	297	36
	780	4,495	40,194	4,174	2,660	14,680	35,550	25,598	947	1,830	446	63,568

* Less than 0.1 per cent.

Public Utilities—In public utilities, 92 per cent of the office employees and 62 per cent of plant workers receive vacations of two weeks after service of one year or less. More than 95 per cent of workers in the industry can become eligible for vacations of three weeks but in most cases 15 or more years of service are required.

Wholesale Trade—Two-thirds of the non-office workers and nine-tenths of the office workers in wholesale trade receive vacations of two weeks after one year's service. Three-week vacations are available to 60 per cent of non-office workers and 78 per cent of office employees, 15 or more years of service being required in the large majority of cases.

Retail Trade—More than 75 per cent of both office and sales personnel in retail establishments are granted vacations of two weeks after one or less year's service. Approximately 65 per cent of these workers may become eligible for three-week vacations but in the large majority of cases service of 16 or more years is required.

Hotels—Two years is the period of service required for eligibility for vacations of two weeks for the majority of hotel workers. Three-week vacations are provided by hotels for 28 per cent of their office workers and 35 per cent of non-office workers; the usual service requirement is 15 years.

STRIKES AND LOCKOUTS

July 1957

During July 1957, there were 34 work stoppages in existence. These stoppages affected 16,298 workers. Twelve of the stoppages, affecting 2,481 workers, began during the month and 22, involving 13,817 workers, began prior to July.*

Of the 15 work stoppages in existence during the month that involved 100 or more workers, four were in the province of Quebec, causing in July a time-loss of 144,185 man-days. Their total time-loss was 400,460 man-days and covered a total of 6,820 workers. In the province of Ontario, eight stoppages involving 100 or more workers caused in July a time-loss of 23,640 man-days; their total time loss was 58,585 man-days and they involved 2,482 workers. The other stoppages recorded were in British Columbia and New Brunswick; they covered a total of 6,400 workers and caused, during the month, a time-loss of 62,000 man-days.

The time-loss caused in July by the five stoppages involving 100 or more workers that started during the month totalled 25,030 man-days; the nine stoppages of

the same category which began prior to July caused in the month a time-loss of 205,455 man-days. Also, the time-loss caused during the month by work stoppages involving fewer than 100 workers amounted to 7,255 man-days.

Four stoppages that began prior to July continued at the end of the month; they caused a time-loss of 156,100 man-days during the month. One stoppage which started during the month was also still in effect. It caused during July a time-loss of 2,020 man-days.

On the other hand, five stoppages that had started prior to July ended during the month; their total time-loss in July was 49,355 man-days. Four that had started during the month also ended; they caused a time-loss of 23,010 man-days.

United States, 1956

The United States Bureau of Labor Statistics has reported that 3,825 work stoppages were begun in the United States in 1956, involving 1,900,000 workers. Loss of man-working days, for all stoppages during 1956, totalled 33,100,000.

During the previous year, 4,320 stoppages were begun, with 2,650,000 workers involved and a loss of 28,200,000 days for all stoppages.

Demands for wage increases were the issue in 1,094 or 28.6 per cent of the total stoppages begun in 1956. These involved 924,000 workers or 48.6 per cent of the total number involved for the year, with a loss of 19,300,000 days or 58.2 per cent of the total number of days for all stoppages.

*See Table G-1 at the back of the book for the number of strikes and lockouts beginning and in existence, the approximate number of workers involved and the time-loss resulting during each of the first five months of this year and the same months of last year.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during July; it shows the number of workers involved, the approximate time-loss, the date the stoppage began and ended, the industry in which it occurred, the major issues and the major terms of settlement (for stoppages that have ended).

PRICES AND THE COST OF LIVING

Consumer Price Index, August 1957

Continuing a climb that began in May 1956, with only a slight drop in January this year, Canada's consumer price index (1949=100) advanced 0.6 per cent from 121.9 to 122.6 between July and August*. The change, largely seasonal in nature, was attributable mainly to an increase of 1.7 per cent in the food index from 118.2 to 120.2.

Decreases were reported for all fresh vegetables, apples and coffee, while substantially higher prices were reported for eggs and pork, as well as lesser price advances for butter, grapefruit and beef.

The shelter index moved from 135.1 to 135.3 following further slight increases in both the rent and home-ownership components.

Clothing declined from 108.4 to 108.2 as sale prices were reported for a number of items of both men's and women's wear.

Seasonal increases in the price of coal were partially offset by somewhat lower prices for fuel oil, so that the household operation index rose only fractionally, from 119.6 to 119.7.

A scattering of small increases throughout other commodities and services was sufficient to move this series from 126.5 to 126.9. Small increases were noted for gasoline, street car and bus fares, taxi fares, newspapers, drugs and items of personal care. A further advance was reported for hospital room rates.

The index one year earlier (August 1956) was 119.1. Group indexes on that date were: food 115.9, shelter 133.0, clothing 108.4, household operation 116.8, and other commodities and services 121.3.

City Consumer Price Indexes, July 1957

Consumer price indexes (1949=100) were higher in all ten regional cities between June and July 1947†. Increases ranged from 0.1 per cent in St. John's to 0.6 per cent in Edmonton-Calgary.

Food and household operation indexes rose in all ten cities, with shelter also higher in most of them. In foods, increases were general for evaporated milk, fresh

fruits and vegetables, eggs and pork. Household appliance prices were somewhat higher, while new passenger car prices declined. Toilet soap prices increased in most cities.

Regional consumer price index point changes between June and July were: +0.7 to 119.1; Montreal +0.5 to 122.0; Saskatoon-Regina +0.5 to 119.3; Saint John +0.4 to 122.4; Winnipeg +0.4 to 120.0; Toronto +0.3 to 125.5; Halifax +0.2 to 119.3; Ottawa +0.2 to 123.4; Vancouver +0.2 to 121.7; St. John's +0.1 to 109.6‡.

Wholesale Prices, July 1957

Canada's general wholesale price index (1935-39=100) remained practically unchanged between June and July, moving from 228.0 to 228.2 and maintaining the plateau of between 228.0 and 228.4 that has existed since February. Compared with July of last year, the index was only 0.7 per cent higher. In the 12 months ending July last year, the index had advanced 3.8 per cent.

Four of the eight component groups—animal, textile, iron, and chemical products—moved higher during July, but of these only animal products showed a significant increase with a rise of 1.7 per cent from 241.6 to 245.8. The upward movement in the other three was less than 1 per cent. Similarly, of the four groups that were lower, three had decreases below 1 per cent.

Higher prices for eggs, potatoes, milk in Western Canada, butter in some centres, poultry, beef hides, hogs and all pork products were mainly responsible for the upward movement of the animal products group. Lower prices were recorded for steers, calves, lambs, calfskins, cheese, beef, lamb and veal items. Higher prices for steel pipe, structural steel shapes and steel bars outweighed a decrease for cast iron pipe to move the iron products 0.5 per cent higher, from 253.1 to 254.3. Chemical products also moved a fractional 0.5 per cent upward from 181.9 to 182.9. The textile products group was practically unchanged at 237.4.

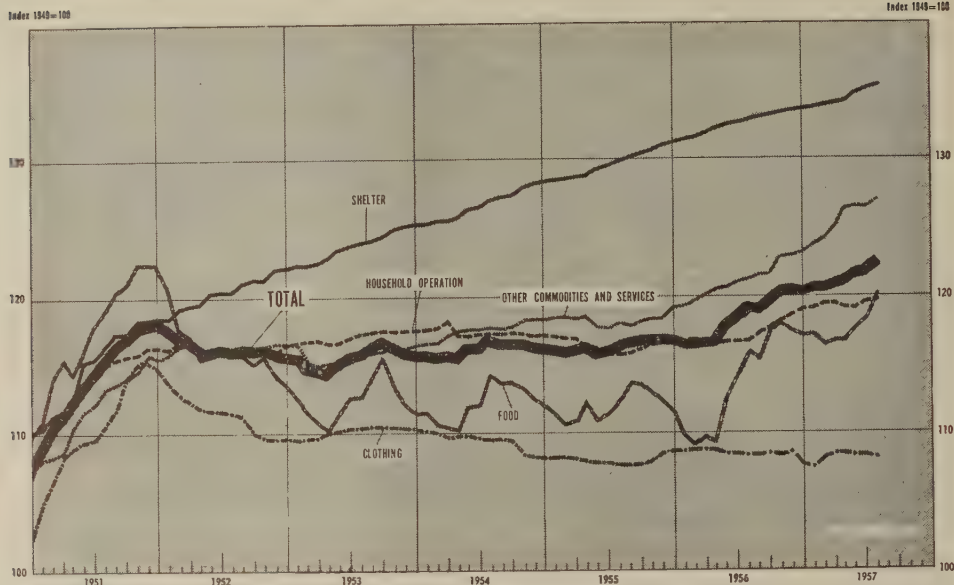
Among the decreases, lower prices for base metals, copper wire, brass sheet, tin

*See Table F-1 at back of book.

†See Table F-2 at back of book.

‡On base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1951



ingots and antimony were responsible for moving the non-ferrous metals group down 2.2 per cent from 176.3 to 172.4. Vegetable products declined 0.7 per cent to 195.2. The non-metallic minerals group declined 0.2 per cent to 188.6 and the wood products index remained almost unchanged, moving from 300.0 to 299.8.

The index of farm product prices at terminal markets moved up 2.1 per cent from 208.4 to 212.7. Animal products advanced 3.1 per cent from 262.2 to 270.2 and field products moved slightly upward from 154.6 to 155.1. Regional composite indexes were stronger, the Eastern rising from 224.2 to 231.1 and the Western from 192.6 to 194.3.

The residential building material price index (1935-39=100) was down fractionally in July at 294.1 from 294.3 for June. On the other hand, the index for non-residential building materials (1949=100) advanced

1.9 per cent from 129.5 to 132.0, increases being largely concentrated in iron and steel products.

U.S. Consumer Price Index, July 1957

The United States consumer price index (1947-49=100) rose in July for the eleventh straight month, setting another record. The increase was 0.5 per cent, from 120.2 at mid-June to 120.8 at mid-July, and brought the index to a point 3.2 per cent higher than a year earlier.

Food prices rose 1 per cent; the price of all other items showed an average increase of 0.2 per cent.

U.K. Index of Retail Prices, June 1957

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose to a new high between mid-May and mid-June. It climbed from 104.6 to 105.7, which is 3.3 points higher than at the same time last year.

A 291-page book, *Time Rates of Wages and Hours of Labour, 1st April, 1957*, has been published by the United Kingdom Ministry of Labour and National Service.

Tables in the book list the minimum wage rates for most industries in England, Scotland, Wales and Northern Ireland. Also given are the hours of labour and other conditions of work as provided in collective agreements or by statutory orders under the Wages Councils Acts, the Agricultural Wages Acts and the Catering Wages Acts.

The book is available from the United Kingdom Information Service, 119 Adelaide Street West, Toronto, at \$2.18 postpaid.

Publications Recently Received

in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 109.

Accident Prevention

1. EUROPEAN PRODUCTIVITY AGENCY. *The Prevention of Occupational Accidents in the United States; Role of the Human Factor*. Project No. 338. Paris, O.E.E.C., 1957. Pp. 93.

Report of a mission which spent two months in the U.S. examining the human aspect of accident prevention. Partial contents: The Concept of Industrial Safety in the United States. Private and Official Safety Organizations in the United States. Individual Duties and Responsibilities in the Safety Programme. The Safety Programme-Working Method. Results.

2. INDUSTRIAL ACCIDENT PREVENTION ASSOCIATIONS. *Industrial Accident Prevention in Ontario*. Rev. ed. Toronto, 1956. Pp. 15.

Describes the services of the Industrial Accident Prevention Associations. This is an organization whose purpose is to assist employers in 17 specific classes of industry under workmen's compensation to reduce accidents among their employees.

3. JAPAN. MINE SAFETY BUREAU. *Outline of Safety in Coal Mines*. Tokyo, 1956. Pp. 36.

4. NATIONAL INDUSTRIAL SAFETY CONFERENCE. *Proceedings, Scarborough, May 11th, 12th and 13th, 1956*. London, Royal Society for the Prevention of Accidents, 1956. Pp. 94.

Apprenticeship

5. U.S. BUREAU OF APPRENTICESHIP. *Apprentice Training; an Investment in Manpower*. Washington, G.P.O., 1956. Pp. 32. "...Explains in nontechnical language the national apprenticeship program, its aims and organization, and how it operates."

6. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *National Apprenticeship and Training Standards for Cement Masonry, Asphalt, and Composition Trade*. Jointly formulated by the Associated General Contractors of America, inc. and the Operative

Plasterers and Cement Masons' International Association of the United States and Canada, in co-operation with the Bureau of Apprenticeship and Training. Rev. ed. Washington, G.P.O., 1957. Pp. 30.

Civil Service

7. CANADA. CIVIL SERVICE COMMISSION. *Rating Efficiency in the Civil Service*. Ottawa, Queen's Printer, 1956. Pp. 20.

8. U.S. CONGRESS. HOUSE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Manpower Utilization and Personnel Management in the Federal Government. Hearings before the Subcommittee on Manpower Utilization and Departmental Personnel Management of the Committee on Post Office and Civil Service, House of Representatives, Eighty-fourth Congress, Second Session, June 25, 27, and July 2, 1956*. Washington, G.P.O., 1956. Pp. 158.

The Subcommittee looked into the question of controls over the grade structure in the American Civil Service and the part played by the Civil Service Commission in exercising these controls. The Subcommittee found an increase of employees in the higher grades of the Civil Service.

Disabled — Rehabilitation

9. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE PHYSICALLY HANDICAPPED. *For the Handicapped, Speak! Speech Kit*. Washington, 1956? 1 Volume.

Speeches compiled for use by members of committees on employment of the handicapped, and others who are working with the handicapped.

10. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE PHYSICALLY HANDICAPPED. *Handbook for State and Community Committees, 1956-1957*. Washington, 1957. Pp. 39.

Intended for the use of state and local authorities working with and for the handicapped through state and community agencies.

Economic Conditions

11. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. COMMITTEE ON ECONOMIC POLICY. *Debt: Public and Private*. Washington, 1957. Pp. 48.

12. MEADE, JAMES EDWARD. *The Theory of Customs Unions*. Amsterdam, North-Holland Pub. Co., 1955. Pp. 121.

Discusses some of the issues which might develop from a customs union between the Netherlands and Belgium.

13. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Economic Survey of Asia and the Far East*, 1956. Bangkok, 1957. Pp. 233.

Economics

14. MORGAN, EDWARD VICTOR. *A First Approach to Economics*. London, Pitman, 1955. Pp. 456.

Contents: Pt. 1. The Development of the Industrial Economy. Pt. 2. The Economic Organization of Modern Britain. Pt. 3. The Theory of Economic Organization.

15. SAMUELSON, PAUL ANTHONY. *Economics, an Introductory Analysis*. 3d ed. New York, McGraw-Hill, 1955. Pp. 753.

For students beginning their studies of economics, and for readers who want a general introduction to the subject.

Employment Management

16. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *How to build Enthusiasm*. Washington, 1956. Pp. 12.

Tells how the supervisor can promote group enthusiasm, or team spirit, among the people under him.

17. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Job Evaluation*. Washington, 1956. Pp. 14.

Covers such topics as the extent of job evaluation, methods used, installation, administration, union's role, selling the plan to employees, and some advantages and objections.

18. INDUSTRIAL RELATIONS COUNSELORS SERVICE. *Canadian Experience with Pension Plans*. Toronto, 1956. Pp. 58.

Based on a study of 120 plans covering about 350,000 workers. Seventy-eight percent of the plans are contributory.

Industrial Relations

19. THE DUKE OF EDINBURGH'S STUDY CONFERENCE ON THE HUMAN PROBLEMS OF INDUSTRIAL COMMUNITIES WITHIN THE COMMONWEALTH AND EMPIRE, OXFORD, 1956. *Report and Proceedings and Background Papers*. London, Oxford University Press, 1957. 2 Volumes.

Contents: v. 1. Report and Proceedings. v. 2. Background Papers, Appendixes and Index. The Conference discussed the effects of industrialization on various parts of the Commonwealth. Volume 1 contains addresses to the Conference while Volume 2 includes 24 background papers which were distributed to the participants prior to the Conference. Biographical information is supplied for the speakers and for the authors of the background papers.

20. EUROPEAN PRODUCTIVITY AGENCY. *Three British Companies Explain Their Development and Organization*. Paris, O.E.E.C., 1957. Pp. 42.

Outlines working conditions in Cadbury Brothers, Limited, Patons and Baldwins Limited, the world's largest plant for manufacturing knitting wool, and Venesta Limited, which manufactures plywood, aluminum foil, and collapsible tubes.

21. KNOX, JOHN BALLENGER. *The Sociology of Industrial Relations; an Introduction to Industrial Sociology*. New York, Random House, 1955. Pp. 348.

Partial Contents: The Sociologist looks at Industry. The Worker in Industry. The Managers of Industry. The Worker-Manager Relationship. Industry and the Changing Community. Class and Social Mobility in the Industrial Community. Ethnic and Race Relations in the Industrial Community. Management and the Industrial Community. Labor Organizations and the Industrial Community. Labor Organizations in the Industrial Society. Government in the Industrial Society.

22. SCOTT, WILLIAM HENRY. *Technical Change and Industrial Relations; a Study of the Relations between Technical Change and the Social Structure of a Large Steelworks*, by W. H. Scott (and others). Liverpool, Liverpool University Press, 1956. Pp. 336.

Report of a study undertaken by the Department of Social Science of the University of Liverpool from 1953 to 1956. The aim of this study was to examine "... the factors which promote and impede the introduction and assimilation of technical change in industry".

23. TENNESSEE STATE LABOR COUNCIL. *Labor and TVA*. Nashville, 1956. Pp. 17.

Among other things deals with industrial relations in the Tennessee Valley Authority system.

International Labour Organization

24. INTERNATIONAL LABOUR CONFERENCE. 39TH, GENEVA, 1956. CANADIAN EMPLOYERS' DELEGATION. *Report on the 1956 International Labour Conference...* Montreal? Canadian Chamber of Commerce (and others) 1956. Pp. 23.

25. INTERNATIONAL LABOUR OFFICE. *Report of the Director General*. First Item on the Agenda. Geneva, 1957. 2 Volumes.

At head of title: Report 1. Part 1-2. International Labour Conference. Fortieth Session, Geneva, 1957.

Contents: Pt. 1. Automation and other technological developments; labour and social implications. Pt. 2. Activities of the I.L.O., 1956-1957; Eleventh report of the International Labour Organization to the United Nations.

Labour Organization

26. GENERAL FEDERATION OF TRADE UNIONS. *Reports*. London, 1957. 1 Volume.

Partial Contents: Financial Statements. Annual Report. Annual General Council Meeting Proceedings.

27. INTERNATIONAL UNION OF ELECTRICAL, RADIO AND MACHINE WORKERS. *Code of Ethical Practices*. Washington, 1957. Pp. 11.

Labour Supply

28. GREAT BRITAIN. COMMITTEE ON THE EMPLOYMENT OF NATIONAL SERVICE MEN

IN THE UNITED KINGDOM. *Report*. London, H.M.S.O., 1956. Pp. 27.

"Memorandum by the Army Council (on the report): p. 24-27.

The Committee examined the question of how men called up under National Service might be most efficiently utilized.

29. GREAT BRITAIN. SCOTTISH OFFICE. *Industry and Employment in Scotland, 1955*. Edinburgh, H.M.S.O., 1956. Pp. 76.

Labouring Classes

30. AMERICAN FEDERATION OF LABOUR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. INDUSTRIAL UNION DEPARTMENT. *Handbook on the Industrial Security Program of the Department of Defense; the Security Risk Program: How it works; Who is affected; What to do*. Washington, 1955? Pp. 46.

"...Describes the industrial security program, how it works and what should be done to prevent workers from being wrongly branded as security risks and losing their jobs."

31. CANADA. BUREAU OF STATISTICS. *Urban Family Food Expenditure*. Ottawa, Queen's Printer, 1957. Pp. 31.

Based on data from a small sample urban family expenditure survey for 1955. In five large Canadian cities a small group of families kept detailed records during 1955.

32. INTERNATIONAL ASSOCIATION OF PERSONNEL IN EMPLOYMENT SECURITY. ONTARIO CHAPTER. *Proceedings of the Eleventh Annual Conference of the Ontario Chapter*. Toronto, 1955? Pp. 29.

33. NEW YORK (STATE) STATE COMMISSION AGAINST DISCRIMINATION. *Manpower Unlimited*. New York, 1957. Pp. 24.

Reports the results of interviews with a number of employers in New York regarding the use of racial, religious and minority groups in their plants and offices. The interviews show that discrimination in employment is decreasing and that a policy of hiring and promoting workers on a merit basis, regardless of race or creed, has paid off.

34. RESEARCH COUNCIL FOR ECONOMIC SECURITY. *Prolonged Illness Absenteeism, Summary Report. Study of Prolonged Absences due to Nonoccupational Disabilities among Employed Persons in Private Nonagricultural Industries in the United States, 1953-1955*. Chicago, 1957. Pp. 237.

Based on reports from 145 reporting units covering 193,856 employed persons. Partial Contents: Rate. Duration. Medical Data. Medical Care. Cost of Medical Care. Cost for the Average Worker.

35. U.S. BUREAU OF LABOR STATISTICS. *Labor in Iceland*. Washington, 1956. Pp. 30.

Contents: General Information. Labor Force. The Trade Union Movement. Labor-Management Relations. Wages. Protective Legislation and Social Insurance.

Management

36. AMERICAN MANAGEMENT ASSOCIATION. *Long-Range Planning in an Expanding Economy*. New York, 1956. Pp. 48.

Contents: How Possible is Long-Range Planning? Long-Range Planning at Lockheed. Financing Growth Industries in an Inflated Economy. Integrating and consolidating Company Acquisitions.

37. EUROPEAN CONFERENCE ON THE DISSEMINATION OF MANAGEMENT PRINCIPLES AND TECHNIQUES, DEAUVILLE, FRANCE, 1956. *Reports*. Subject No. 1-8. EPA Project No. 349. Paris, European Productivity Agency of the O.E.E.C., 1956. 9 parts.

Contents: 1. A Demonstration Project in the Clothing Industry, by J. Eide. 2a. Activities of the Shoe Research Institute, by H. Bohlin. 2b. Increasing Productivity in the Textile Industry—an Example, by M. L. LeMaignan. 3. Indoctrination and Training in Scientific Management, by N. Ergil. 4. The Role and Activities of Professional Societies, by E. A. Falz. 5. The Organization and Operation of a National Management Information Service, by P. H. Cutting. 6. The Agricultural Extension Service; an Effective Programme of Dissemination of Information to Small and Medium-Sized Enterprises, by J. M. A. Penders. 7. Methods used for raising the Level of Management in Small and Medium-Sized Enterprises, by G. E. Brandt. 8. Forms of Follow-up of EPA and National Projects in Italy, by A. Lusignoli.

Occupations

38. CANADA. DEPARTMENT OF LABOR. ECONOMICS AND RESEARCH BRANCH. *Foundry Workers*. Rev. ed. Hull, Queen's Printer, 1957. Pp. 24.

Gives information about qualifications, training and earnings of foundry workers. Discusses advantages and disadvantages of the work and chances of advancement.

39. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Foundry Industry*. 2d ed. London, H.M.S.O., 1956. Pp. 32.

Describes the work done by workers in each of the main departments of the foundry.

40. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Management in the Hotel and Catering Industry*. 2d ed. London, H.M.S.O., 1956. Pp. 28.

Provides information about the various jobs and the educational qualifications and professional training in the British hotel and catering industry.

41. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Prison Service*. London, H.M.S.O., 1956. Pp. 32.

Contents: The Development of the Prison Service. Who's Who in the Prison Service. Personal Qualities. Day-to-Day Work in a Prison. Borstal Institutions and Detention Centres. Recruitment and Training. Conditions of Service, Openings and Prospects.

42. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA.

EDUCATION DEPARTMENT. *Your Opportunities in Industry as a Technician*. New York, 1957. Pp. 30.

Some of the technical occupations described are: electric power technicians, diesel technician, instrumentation technician, air conditioning technician, chemical technician, tool design technician, aviation technician, industrial technician, and electronics technician.

Professional Workers

43. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Professional Employees*. Washington, 1956. Pp. 14.

This survey, based on data submitted by 89 executives, covers such topics as recruiting, training, membership in professional societies, sabbatical leave, salary schedules, turnover, and personnel practices applying to professionals.

44. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. TRADE AND PROFESSIONAL ASSOCIATION DEPT. *Modern Day Trade and Professional Associations; What They are and What They do*. Washington, 1956? Pp. 43.

Social Security

45. AUSTRALIA. DEPARTMENT OF SOCIAL SERVICES. *Commonwealth Social Services*. Canberra? 1956. Pp. 32.

Deals with social service facilities in Australia.

46. INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS. *Four Papers delivered at the 1956 Convention, Charleston, S.C., Dec., 1956*. Washington, 1956. 4 Papers.

Contents: Shifting Workmen's Compensation into High Gear, by James J. Reid. Legal Aspects in determining Responsibility in Heart Cases (a Panel Discussion). Low Back Disability by Dr. J. L. Johnston. Compensation for Non-Scheduled Disabilities, Actual Wage Loss Theory, by James L. Hill.

47. HAWAII (TER.). DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS. *A Study of extending unemployment Insurance to Agricultural Labor in Hawaii*. Conducted jointly by the Department of Labor and Industrial Relations and the Legislative Reference Bureau, University of Hawaii. Honolulu, 1957. Pp. 64.

The purpose of this study was to determine the probable cost in unemployment insurance contributions to employers and the probable amounts in unemployment insurance benefits paid to farm workers in the Territory of Hawaii if Unemployment insurance were extended to agricultural workers.

Wages and Hours

48. CONFERENCE ON SHORTER HOURS OF WORK, WASHINGTON, D.C., 1956. Papers presented before AFL-CIO Conference on Shorter Hours of Work. Washington, D.C., September 11, 1956. Washington, Bureau of National Affairs, 1956. Pp. 61.

Contents: 1. The History of Organized Labors Drive for Shorter Hours of Work, by George Brooks. 2. Worker Attitudes towards Shorter Hours, by W. L. Ginsburg and Ralph Bergmann. 3. Economic Aspects of Shorter Hours, by Nat Goldfinger. 4. Recent Accomplishments in reducing Hours. 5. Which Way to Greater Leisure? By Peter Henle.

49. INTERNATIONAL ECONOMIC ASSOCIATION. *The Theory of Wage Determination; Proceedings of a Conference held by the International Economic Association*. Edited by John T. Dunlop. London, Macmillan, 1957. Pp. 437.

Proceedings of a Round Table Conference held in Seelisberg, Switzerland from September 4 to 13, 1954.

Partial Contents: The Task of Contemporary Wage Theory, by John T. Dunlop. The Determination of the General Level of Wage Rates, by H. G. Johnson. Full Employment and Wage Stability, by Bent Hansen. Wage Policy and Full Employment, by V. F. Wagner. Trade Union Behaviour and Wage Determination in Great Britain, by B. C. Roberts. Inflation and Wage Differentials in Great Britain, by H. A. Turner. The Impact of Collective Bargaining on the Wage Structure in the United States, by L. G. Reynolds. The Evolution of Wage Differentials: a Study of British Data, by G. Rottier.

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Women — Employment

51. NATIONAL MANPOWER COUNCIL. *Womanpower; a Statement, with Chapters by the Council Staff*. New York, Columbia University Press, 1957. Pp. 371.

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52. U.S. WOMEN'S BUREAU. *Job-Finding Techniques for the College Woman*. Washington, G.P.O., 1956. Pp. 9.

53. U.S. WOMEN'S BUREAU. *What's new about Women Workers? A Few Facts*. Rev. ed. Washington, G.P.O., 1957. Leaflet.

Miscellaneous

54. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS.

The Greater Danger; the Post-Stalin Pattern for Communist World Conquest. Washington, 1956. Pp. 82.

A discussion of the activities of the present regime in Russia with particular reference to the speech given by Nikita Khrushchev at the Twentieth Congress of the Communist Party of the Soviet Union in February 1956.

55. CANADA. DEPARTMENT OF CITIZENSHIP AND IMMIGRATION. STATISTICS SECTION. *Immigration Statistics, 1957.* Ottawa, 1957. Pp. 16.

56. EUROPEAN PRODUCTIVITY AGENCY. *Productivity Pilot Provinces in Italy.* Paris, 1956. Pp. 17.

Describes what has been done to promote productivity in the Italian provinces of Palermo, Salerno and Vicenza.

57. HEINRICH, WALTER. *Scientific Small Business Promotion in Austria.* Paris, European Productivity Agency of the O.E.E.C., 1956. Pp. 8.

Tells about the work done by the Austrian federal government in promoting small business in Austria.

58. INSTITUTE OF PUBLIC AFFAIRS (VICTORIA). *Production; the Key to Better Living.* Melbourne, 1956. Pp. 18.

59. LA NEF. *Jeunesse qui es-tu?* Paris, Julliard, 1955. Pp. 224.

March 1955 issue.

Partial Contents: Les jeunes aux prises avec notre monde technique, par Georges Friedmann. Vues sur une réforme de l'enseignement, par Pierre-Olivier Lapie. Propos sur le Ministère des Jeunes, par J. Kosciusko-Morizet. Propos sur un foyer de jeunes ouvriers, par J. M. Le monde agricole retrouve une jeunesse, par André Duffaure. Les différents projets de réforme de l'enseignement, par Jean Broizat.

60. SMITH, LEO F. *The Technical Institute*, by Leo F. Smith and Laurence Lipsett. New York, McGraw-Hill, 1956. Pp. 319.

Provides the following information: (a) tells what a technical institute is; (b) outlines curricula offered; (c) tells about the location and nature of the various types of technical institute curriculums.

61. TORONTO. UNIVERSITY. COMMERCE CLUB. *The Commerce Journal, 1957.* Toronto, 1957. Pp. 88.

Partial Contents: Whither the Rate of Interest? By Gilbert Jackson. Industrial Relations in Post-War Britain, by J. H. Richardson. System Flow Graphs and Automation, by J. M. Ham. Management Functions under the Union Contract, by D. F. Mutrie. Records Management in Relation to Electronic Data Processing, by R. N. Beattie. The Market for Men's Working Clothes Industry in Canada, by P. Kurtz.

62. TRUCK LOGGERS' ASSOCIATION. *Proceedings of the Fourteenth Annual Convention, Vancouver, B.C., January 16, 17, 18, 1957.* Vancouver, 1957. Pp. 96.

Recent Regulations

(Continued from page 1098)

with the law and the regulations concerning the transportation and storage of explosives and dangerous articles. This means that an applicant must be familiar with the rules regarding the storage and transportation of explosives set out in Part VI of the Explosives Regulations approved by P.C. 1956-349 under the federal Explosives Act.

Saskatchewan Boiler and Pressure Vessel Act

New regulations under the Saskatchewan Boiler and Pressure Vessel Act respecting

the design, construction, installation and use of boilers and pressure vessels were approved by O.C. 1395/57 on July 12 and gazetted on July 19, replacing regulations authorized by orders 847/43, 568/45 and 714/48. The revision of these regulations coincides with the publication of a new edition of the Canadian Standards Association Code for Boilers and Pressure Vessels (B51), the text of which will be available shortly.

Labour Conditions in Government Contracts

(Continued from page 1102)

screw shallow draft buoy vessels for Mackenzie River. *Baker Lake N W T*: The Tower Co Ltd, construction of dwellings, etc. *Frobisher Bay N W T*: The Tower Co Ltd, construction of extension to living quarters, storage & maintenance garage, etc. *Isachsen N W T*: The Tower Co Ltd, *supply of material for Meteorological Station. *Mould Bay N W T*: The Tower Co Ltd, *supply of material for Meteorological Station, alterations & extension to operations bldg No 1 & barracks bldg No 3, etc. *Norman Wells N W T*: Burns & Dutton Concrete & Construction Co Ltd, construction of dwelling, operations bldg & related work. *Teslin Y T*: Dawson & Hall Ltd, construction of dwelling, garage & related work at airport & RCMP detachment quarters & related work.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JUNE 22, 1957

(Estimates in thousands)

Source: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,996	120	447	1,684	2,199	1,041	505
Agricultural.....	777	*	46	178	206	324	22
Non-Agricultural.....	5,219	119	401	1,506	1,993	717	483
Males.....	4,554	100	349	1,301	1,616	817	371
Agricultural.....	725	*	43	171	188	303	19
Non-Agricultural.....	3,829	99	306	1,130	1,428	514	352
Females.....	1,442	20	98	383	583	224	134
Agricultural.....	52	*	*	*	18	21	*
Non-Agricultural.....	1,390	20	95	376	565	203	131
All Ages.....	5,996	120	447	1,684	2,199	1,041	505
14 - 19 years.....	608	15	45	219	200	89	40
20 - 24 years.....	760	20	57	243	254	130	56
25 - 44 years.....	2,743	54	195	767	1,013	478	236
45 - 64 years.....	1,645	28	129	406	632	296	154
65 years and over.....	240	*	21	49	100	48	19
<i>Persons with Jobs</i>							
All status groups.....	5,834	114	429	1,622	2,150	1,030	489
Males.....	4,418	94	333	1,247	1,577	809	358
Females.....	1,416	20	96	375	573	221	131
Agricultural.....	774	*	45	177	205	324	22
Non-Agricultural.....	5,060	113	384	1,445	1,945	706	467
Paid Worker.....	4,600	96	343	1,301	1,793	646	421
Males.....	3,324	78	259	958	1,272	457	300
Females.....	1,276	18	84	343	521	189	211
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	162	*	18	62	49	11	16
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,016	144	452	1,439	1,618	900	463
Males.....	919	87	94	236	270	176	106
Females.....	4,097	107	358	1,203	1,348	724	357

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended June 22, 1957		Week Ended May 18, 1957		Week Ended June 23, 1956	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	174	163	208	195	130	121
Without Jobs.....	162	152	194	183	117	110
Under 1 month.....	66	—	55	—	50	—
1—3 months.....	49	—	68	—	33	—
4—6 months.....	27	—	51	—	17	—
7—12 months.....	15	—	15	—	10	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	12	11	14	12	13	11
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	10	*	*	*

(¹) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1956—June.....	89	381	105	311	288	41	1,215
July.....	95	382	105	317	281	43	1,223
August.....	98	382	108	319	286	43	1,236
September.....	99	392	110	324	299	44	1,268
October.....	104	394	114	324	294	43	1,273
November.....	98	397	101	325	300	44	1,265
December.....	96	397	90	327	295	43	1,248
1957—January.....	87	384	76	310	298	42	1,197
February.....	85	389	74	316	299	42	1,205
March.....	77	393	73	317	302	43	1,205
April.....	72	393	83	324	303	43	1,218
May.....	85	397	97	334	313	44	1,270
June.....	95	404	113	345	323	45	1,325

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At May 1, employers in the principal non-agricultural industries reported a total employment of 2,693,956.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Wages and Payrolls	Average Wages and Salaries	
			\$					\$
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1956—May 1.....	115.2	172.3	148.8	63.93	114.1	174.2	151.7	66.70
June 1.....	119.7	179.0	148.8	63.93	115.4	175.6	151.1	66.46
July 1.....	124.2	187.6	150.3	64.56	118.0	180.6	152.1	66.89
Aug. 1.....	125.4	189.9	150.8	64.77	117.9	179.2	151.1	66.44
Sept. 1.....	125.7	191.0	151.3	65.01	118.0	180.1	151.7	66.71
Oct. 1.....	125.9	194.5	153.8	66.07	118.6	184.4	154.6	67.97
Nov. 1.....	126.2	195.4	154.2	66.24	118.6	185.9	155.9	68.53
Dec. 1.....	125.7	194.3	153.9	66.11	118.0	185.6	156.4	68.78
1957—Jan. 1.....	121.4	180.3	148.0	63.58	114.8	171.7	148.8	65.44
Feb. 1.....	118.6	184.7	155.2	66.66	115.1	182.0	157.3	69.17
Mar. 1.....	118.1	185.8	156.8	67.36	115.0	182.3	157.6	69.29
Apr. 1.....	118.0	186.1	157.3	67.56	115.4	184.4	158.9	69.87
May 1.....	119.1	187.5	156.9	67.39	115.8	184.7	158.7	69.76

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1 1957	April 1 1957	May 1 1956	May 1 1957	April 1 1957	May 1 1956
(a) Provinces						
Newfoundland.....	119.2	111.6	119.4	63.35	61.24	54.94
Prince Edward Island.....	103.7	97.6	102.3	51.98	52.02	47.24
Nova Scotia.....	95.1	94.8	93.7	56.09	56.56	53.14
New Brunswick.....	97.2	100.4	99.0	56.83	58.97	53.89
Quebec.....	116.4	116.2	113.3	64.80	64.97	61.21
Ontario.....	122.8	121.4	118.3	69.88	69.97	66.63
Manitoba.....	107.2	106.0	103.8	62.61	62.52	60.32
Saskatchewan.....	115.6	112.6	111.9	63.44	64.03	59.96
Alberta (including Northwest Territories).....	144.3	143.9	136.7	67.87	69.36	64.72
British Columbia (including Yukon).....	122.8	119.2	117.5	73.49	73.37	69.57
Canada.....	119.1	118.0	115.2	67.39	67.56	63.93
(b) Metropolitan Areas						
St. John's.....	116.1	113.6	113.5	50.10	49.72	45.92
Sydney.....	91.4	90.5	88.9	68.84	66.87	64.49
Halifax.....	114.7	118.5	114.1	54.14	54.97	50.80
Saint John.....	99.4	109.7	96.0	54.47	55.67	50.53
Quebec.....	108.8	105.8	107.9	55.09	55.66	52.67
Sherbrooke.....	108.1	109.7	102.3	54.89	56.81	53.93
Three Rivers.....	117.8	113.1	115.5	62.29	62.79	58.70
Drummondville.....	75.9	76.3	77.0	56.91	55.91	54.35
Montreal.....	123.9	121.9	117.7	65.79	65.65	62.73
Ottawa—Hull.....	118.8	116.7	116.0	60.10	60.17	58.02
Peterborough.....	108.4	107.8	101.4	71.72	72.81	68.88
Oshawa.....	175.7	172.8	177.4	77.70	76.13	83.86
Niagara Falls.....	122.7	117.6	119.5	75.41	77.09	72.47
St. Catharines.....	126.4	124.8	124.7	77.70	77.82	76.10
Toronto.....	131.5	130.2	125.9	70.30	70.41	67.53
Hamilton.....	115.3	113.8	112.6	75.08	73.68	69.20
Brantford.....	88.1	88.4	93.3	63.62	64.38	62.31
Galt.....	115.2	114.7	108.8	60.34	60.30	57.82
Kitchener.....	114.0	113.5	108.9	63.70	63.27	61.65
Sudbury.....	139.7	139.1	132.8	82.29	82.10	77.53
London.....	119.6	119.5	115.4	63.56	63.69	61.46
Sarnia.....	144.9	137.3	134.2	84.77	84.22	79.01
Windsor.....	100.7	101.9	109.9	73.81	74.22	72.34
Sault Ste. Marie.....	136.5	132.0	125.5	83.47	83.55	77.11
Ft. William—Pt. Arthur.....	115.0	105.7	111.6	68.15	68.48	65.22
Winnipeg.....	105.3	103.4	103.6	59.80	60.16	57.66
Regina.....	115.2	111.6	114.5	61.19	60.96	57.52
Saskatoon.....	118.2	117.8	112.3	58.46	58.02	55.76
Edmonton.....	175.1	169.5	165.1	62.92	64.83	59.90
Calgary.....	154.3	153.7	147.5	64.45	64.81	61.74
Vancouver.....	119.8	118.0	114.6	70.98	71.36	67.22
Victoria.....	118.7	116.9	116.6	65.47	65.67	61.52

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY
WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1 1957	April 1 1957	May 1 1956	May 1 1957	April 1 1957	May 1 1956
Mining	120.8	123.4	116.9	82.57	82.67	76.54
Metal mining.....	130.4	130.2	122.7	85.32	85.88	79.87
Gold.....	76.7	76.4	76.9	72.51	72.02	70.64
Other metal.....	180.5	180.3	165.3	90.39	91.36	83.87
Fuels.....	100.9	110.5	102.1	81.01	80.41	73.18
Coal.....	60.6	61.8	67.2	64.71	60.07	60.63
Oil and natural gas.....	249.1	289.8	216.3	95.61	96.38	85.94
Non-metal.....	137.4	131.7	136.5	74.13	73.95	70.70
Manufacturing	115.8	115.4	114.1	69.76	69.87	66.70
Food and beverages.....	102.7	99.7	101.2	62.39	62.22	58.96
Meat products.....	119.1	116.6	119.1	70.27	70.50	67.97
Canned and preserved fruits and vegetables.....	77.2	72.2	75.6	57.46	58.24	53.88
Grain mill products.....	102.6	101.6	103.5	65.13	65.27	62.80
Bread and other bakery products.....	107.3	106.9	106.6	60.04	58.99	55.67
Biscuits and crackers.....	88.6	89.6	92.4	50.94	51.14	48.06
Distilled and malt liquors.....	101.3	99.2	103.6	78.54	78.14	74.52
Tobacco and tobacco products.....	85.7	95.4	77.3	66.83	63.13	66.96
Rubber products.....	109.4	113.0	112.0	73.46	71.66	69.40
Leather products.....	89.0	90.7	90.0	47.55	48.77	44.65
Boots and shoes (except rubber).....	93.7	95.5	93.3	45.06	46.94	42.46
Textile products (except clothing).....	86.3	86.9	87.0	55.16	55.35	53.17
Cotton yarn and broad woven goods.....	85.7	86.8	89.8	51.63	51.05	50.87
Woollen goods.....	71.8	72.7	73.9	52.25	52.89	50.74
Synthetic textiles and silk.....	86.7	86.7	84.0	61.30	62.26	59.22
Clothing (textile and fur).....	95.9	97.4	95.0	43.92	45.87	43.23
Men's clothing.....	102.7	104.0	100.8	42.52	44.92	42.82
Women's clothing.....	96.9	99.2	95.2	46.01	47.54	43.95
Knit goods.....	82.5	83.7	82.0	43.63	44.82	43.51
Wood products.....	103.2	103.0	106.6	59.25	60.06	57.45
Saw and planing mills.....	101.9	101.4	107.0	61.11	61.93	59.19
Furniture.....	109.8	111.7	110.4	57.54	58.15	55.54
Other wood products.....	96.9	94.1	97.5	53.78	54.90	52.69
Paper products.....	122.3	121.6	120.9	81.80	82.44	77.27
Pulp and paper mills.....	124.1	122.9	123.1	87.94	88.89	82.69
Other paper products.....	117.8	118.3	115.5	66.01	66.07	63.12
Printing, publishing and allied industries.....	119.3	118.4	114.4	75.11	74.90	71.27
Iron and steel products.....	116.1	116.2	111.7	78.62	78.31	74.67
Agricultural implements.....	68.8	70.4	69.2	75.00	77.52	73.92
Hardware and tools.....	99.5	100.1	109.7	71.61	71.81	70.95
Heating and cooking appliances.....	100.1	101.4	103.4	65.85	66.37	64.32
Iron castings.....	105.7	106.1	108.1	76.35	75.98	73.88
Machinery mfg.....	128.0	128.7	118.4	74.97	75.61	73.23
Primary iron and steel.....	128.0	126.4	120.8	92.04	88.62	81.09
Sheet metal products.....	110.5	110.8	110.6	74.38	74.66	71.13
Transportation equipment.....	148.0	147.4	146.4	77.14	76.99	75.31
Aircraft and parts.....	384.5	386.7	352.7	80.80	81.34	77.58
Motor vehicles.....	136.6	136.5	148.9	83.75	81.74	82.62
Motor vehicle parts and accessories.....	119.5	117.4	130.3	76.65	76.05	76.13
Railroad and rolling stock equipment.....	95.7	94.7	91.9	69.81	71.03	68.68
Shipbuilding and repairing.....	162.7	161.6	150.1	72.61	72.40	68.91
Non-ferrous metal products.....	128.9	128.6	128.8	79.30	78.64	74.74
Aluminum products.....	134.4	135.6	135.7	75.02	75.70	69.64
Brass and copper products.....	105.8	106.6	114.8	73.66	73.50	72.43
Smelting and refining.....	154.5	152.6	149.4	85.82	84.60	80.26
Electrical apparatus and supplies.....	151.6	152.5	149.2	74.17	75.07	72.38
Non-metallic mineral products.....	130.5	124.0	131.4	71.76	76.72	69.02
Clay products.....	100.7	96.2	109.5	68.96	69.22	65.61
Glass and glass products.....	132.2	123.5	134.0	68.06	68.84	67.68
Products of petroleum and coal.....	137.4	136.0	129.6	102.50	98.60	96.18
Chemical products.....	133.3	130.3	126.5	78.18	77.90	73.19
Medicinal and pharmaceutical preparations.....	116.1	115.1	114.4	69.45	69.73	67.45
Acids, alkalis and salts.....	145.9	142.5	129.3	88.68	87.18	80.73
Miscellaneous manufacturing industries.....	113.8	113.4	107.8	59.47	59.87	56.90
Construction	123.3	115.3	115.0	72.70	75.34	67.58
Building and general engineering.....	137.2	130.2	125.3	78.22	81.00	73.01
Building.....	142.5	136.9	130.0	77.11	80.56	72.80
Engineering work.....	115.8	102.9	104.8	83.83	83.38	74.13
Highways, bridges and streets.....	101.0	91.4	98.5	60.72	62.45	56.49
Service	127.7	126.7	120.1	45.69	45.36	42.91
Hotels and restaurants.....	120.6	120.5	113.8	37.65	37.10	36.19
Laundries and dry cleaning plants.....	113.8	111.4	108.4	42.31	41.77	39.85
Other service.....	168.8	166.9	156.5	66.77	67.25	61.81
Industrial composite	119.1	118.0	115.2	67.39	67.56	63.93

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	June 1, 1957	May 1, 1957	June 1, 1956	June 1, 1957	May 1, 1957	June 1, 1956
Newfoundland.....	44.8	47.2	43.5	153.1	162.9	135.5
Nova Scotia.....	41.8	40.8	41.1	142.7	141.8	132.1
New Brunswick.....	40.8	40.6	41.3	140.5	142.0	133.6
Quebec.....	41.3	41.3	42.4	144.2	142.9	136.2
Ontario.....	40.2	40.4	40.5	169.4	169.1	160.5
Manitoba.....	40.3	40.1	40.1	149.5	148.7	143.4
Saskatchewan.....	40.3	40.0	40.3	166.9	165.3	156.0
Alberta ⁽¹⁾	40.0	40.1	40.3	167.8	167.3	156.6
British Columbia ⁽²⁾	38.4	38.7	38.0	190.2	189.2	180.4

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1, 1957	May 1, 1957	June 1, 1956	June 1, 1957	May 1, 1957	June 1, 1956	June 1, 1957	May 1, 1957	June 1, 1956
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.2	41.7	42.8	185.3	186.2	170.5	78.20	77.65	72.97
Metal mining.....	42.8	42.4	43.3	192.4	193.9	177.5	82.35	82.21	76.86
Gold.....	42.9	42.8	44.2	158.5	159.5	150.3	68.00	68.27	66.43
Other metal.....	42.8	42.3	42.9	206.5	208.6	189.8	88.38	88.24	81.42
Fuels.....	40.4	39.2	41.0	178.5	175.8	161.1	72.11	68.91	66.05
Coal.....	38.7	38.6	40.2	162.6	162.5	147.8	62.93	62.73	59.42
Oil and natural gas.....	43.3	40.6	42.6	203.8	206.0	151.9	88.25	83.64	79.19
Non-metal.....	42.7	42.6	43.5	166.0	167.9	158.5	70.88	71.53	68.95
Manufacturing.....	40.5	40.6	40.9	160.6	160.0	151.9	65.04	64.96	62.13
Food and beverages.....	41.0	40.4	41.2	140.4	140.4	131.7	57.56	56.72	54.26
Meat products.....	40.8	39.8	40.6	164.3	164.9	156.3	67.03	65.63	63.46
Canned and preserved fruits and vegetables.....	37.5	38.3	37.5	123.7	126.3	116.3	46.39	48.37	43.61
Grain mill products.....	41.3	41.1	41.9	148.7	147.7	143.5	61.41	60.70	60.13
Bread and other bakery products.....	43.2	42.5	43.8	128.2	127.2	117.5	55.38	54.06	51.47
Distilled and malt liquors.....	40.3	39.6	40.7	183.3	181.8	170.5	73.87	71.99	69.39
Tobacco and tobacco products.....	40.4	40.3	43.0	156.3	155.2	149.6	63.15	62.55	64.33
Rubber products.....	42.3	41.6	41.5	166.9	167.6	156.3	70.60	69.72	64.86
Leather products.....	38.8	39.8	39.6	110.8	110.4	104.4	42.99	43.94	41.34
Boots and shoes (except rubber).....	37.7	39.2	39.1	107.4	107.0	100.9	40.49	41.94	39.45
Textile products (except clothing).....	41.1	41.4	42.1	120.5	120.1	113.9	49.53	49.72	47.95
Cotton yarn and broad woven goods.....	38.7	39.3	40.6	120.6	120.2	112.0	46.67	47.24	45.47
Woolen goods.....	42.7	42.3	43.2	112.6	112.0	106.6	48.08	47.38	46.05
Synthetic textiles and silk.....	42.9	43.7	43.7	127.7	126.8	122.1	54.78	55.41	53.36
Clothing (textile and fur).....	36.8	37.5	38.0	104.3	104.3	99.9	38.38	39.11	37.96
Men's clothing.....	36.0	36.8	37.5	105.2	104.9	100.3	37.87	38.60	37.61
Women's clothing.....	36.0	37.0	36.4	109.6	110.7	103.2	39.46	40.96	37.56
Knit goods.....	38.5	39.2	40.0	100.7	100.3	98.3	38.77	39.32	39.32
*Wood products.....	41.0	40.8	41.3	139.3	139.1	132.8	57.11	56.75	54.85
Saw and planing mills.....	40.3	39.9	40.2	147.6	148.9	141.0	59.48	59.41	56.68
Furniture.....	42.4	42.1	43.0	128.8	127.6	122.5	54.61	53.72	52.68
Other wood products.....	42.0	42.0	43.4	121.6	119.1	114.1	51.07	50.02	49.52
Paper products.....	42.1	42.0	42.6	189.0	184.0	176.4	79.57	77.28	75.15
Pulp and paper mills.....	42.2	42.3	42.8	203.0	197.3	189.1	85.67	83.46	80.63
Other paper products.....	41.6	41.2	42.0	145.9	143.5	137.6	60.69	59.12	57.79
Printing, publishing and allied industries.....	39.9	39.8	40.0	190.2	190.1	181.0	75.89	75.66	72.40
*Iron and steel products.....	41.6	41.3	41.9	182.8	182.4	171.8	76.04	75.33	71.98
Agricultural implements.....	39.5	39.2	39.5	176.9	178.7	171.9	69.88	70.05	67.90
Fabricated and structural steel.....	41.6	41.6	42.6	180.4	178.3	174.7	75.05	74.17	74.42
Hardware and tools.....	42.1	41.3	41.9	161.5	162.4	158.9	67.99	67.07	66.58
Heating and cooking appliances.....	40.4	39.8	41.4	156.3	153.9	145.4	63.15	61.25	60.20
Iron castings.....	41.4	41.6	42.8	177.0	176.7	167.9	73.28	73.51	71.86
Machinery manufacturing.....	42.8	42.1	42.8	170.1	169.5	162.8	72.80	71.36	69.68
Primary iron and steel.....	41.8	41.9	41.8	213.5	213.6	193.3	89.24	89.50	80.80
Sheet metal products.....	40.8	40.0	40.6	175.3	174.5	164.3	71.52	69.80	66.71
*Transportation equipment.....	39.4	40.5	39.4	180.2	180.6	171.7	71.00	73.14	67.65
Aircraft and parts.....	40.9	40.8	40.9	181.9	181.6	176.3	74.40	74.09	72.11
Motor vehicles.....	35.7	40.1	36.1	191.8	197.1	184.2	68.47	79.04	66.50
Motor vehicle parts and accessories.....	40.4	40.1	40.4	182.4	181.7	174.8	73.69	72.86	70.62
Railroad and rolling stock equipment.....	39.4	39.5	38.9	175.8	173.3	163.5	69.27	68.45	63.60
Shipbuilding and repairing.....	41.2	42.1	42.0	172.4	171.4	162.6	71.03	72.16	68.29
*Non-ferrous metal products.....	40.2	40.8	40.8	181.1	180.3	172.3	72.80	73.56	70.30
Aluminum products.....	40.0	40.0	40.1	155.1	156.2	145.4	62.04	62.48	58.31
Brass and copper products.....	41.3	41.1	41.7	168.7	167.2	158.5	69.67	68.72	66.09
Smelting and refining.....	39.8	40.9	40.7	200.8	195.9	188.5	79.92	80.12	76.72
*Electrical apparatus and supplies.....	40.0	39.9	40.8	166.3	165.6	158.3	66.52	66.07	64.59
Heavy electrical machinery and equipment.....	40.5	40.1	41.2	184.7	182.5	174.3	74.80	73.18	71.81
Radios and radio parts.....	39.6	39.4	39.3	146.7	145.8	138.1	58.09	57.45	54.27
Batteries.....	35.4	39.4	40.5	177.6	161.9	163.8	62.87	63.79	62.29
Refrigerators, vacuum cleaners and appliances.....	39.7	39.9	40.5	169.3	169.5	164.6	67.21	67.63	66.66
Miscellaneous electrical products.....	40.2	39.9	41.4	153.2	153.8	147.8	61.59	61.37	61.19
Wire and cable.....	40.3	40.5	42.1	179.6	179.0	175.4	72.38	72.50	73.84
*Non-metallic mineral products.....	42.9	42.5	43.6	159.4	158.9	152.8	68.38	67.53	66.62
Clay products.....	43.2	42.6	43.3	149.3	150.5	143.8	64.50	64.11	62.27
Glass and glass products.....	42.5	41.9	42.3	152.2	152.3	149.9	64.69	63.81	63.41
Products of petroleum and coal.....	41.6	42.5	41.0	223.5	220.3	209.8	92.98	93.63	86.02
Chemical products.....	41.1	41.1	41.3	170.1	168.8	158.0	69.91	69.38	65.25
Medicinal and pharmaceutical preparations.....	41.0	40.7	41.2	132.8	131.4	129.7	54.45	53.48	53.44
Acids, alkalis and salts.....	42.4	42.2	42.1	199.9	193.1	180.1	84.76	81.49	75.82
Miscellaneous manufacturing industries.....	40.4	40.9	41.0	131.1	129.2	123.0	52.96	52.84	50.43
*Durable goods.....	40.7	40.9	41.0	171.7	171.9	162.6	69.88	70.31	66.67
Non-durable goods.....	40.3	40.4	40.9	148.4	146.5	139.6	59.81	59.19	57.10
Construction.....	41.9	39.7	40.6	175.7	176.9	164.2	73.62	70.23	66.67
Building and general engineering.....	42.3	40.0	40.8	188.9	188.9	176.7	79.70	75.56	72.09
Highways, bridges and streets.....	40.9	38.8	40.1	144.0	145.1	134.8	58.90	56.30	54.05
Electric and motor transportation.....	44.2	44.1	44.3	159.4	158.6	150.2	70.45	69.94	66.54
Service.....	40.1	40.3	40.5	93.6	94.4	89.0	37.53	38.04	36.05
Hotels and restaurants.....	40.4	40.3	40.5	92.6	93.9	88.5	37.41	37.84	35.84
Laundries and dry cleaning plants.....	40.1	41.0	41.3	90.5	90.7	85.8	36.29	37.19	35.44

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

Source: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Week Preceding:						
May 1, 1956.....	41.4	151.1	62.56	150.0	116.6	128.6
June 1, 1956.....	40.9	151.9	62.13	149.0	117.8	126.5
July 1, 1956.....	41.2	152.7	62.91	150.8	118.5	127.3
August 1, 1956.....	40.8	152.4	62.18	149.1	119.1	125.2
September 1, 1956.....	41.1	152.1	62.51	149.9	119.0	126.0
October 1, 1956.....	41.5	153.3	63.62	152.5	119.8	127.3
November 1, 1956.....	41.6	154.7	64.36	154.3	120.3	128.3
December 1, 1956.....	41.5	155.5	64.53	154.7	120.4	128.5
January 1, 1957.....	41.2 ^u	158.0	65.10*	156.1	120.3	129.8
February 1, 1957.....	40.9	157.5	64.42	154.4	120.5	128.1
March 1, 1957.....	40.9	157.6	64.46	154.5	120.5	128.2
April 1, 1957.....	41.1	158.7	65.23	156.4	120.9	129.4
May 1, 1957 ⁽¹⁾	40.8	159.9	64.92	155.6	121.1	128.5

Note: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1957 are 37.9 and \$59.88.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
August 1, 1951.....	39,951	14,570	54,521	80,456	49,511	129,967
August 1, 1952.....	23,413	17,212	40,625	118,318	57,396	175,714
August 1, 1953.....	19,382	17,772	37,154	111,524	52,357	163,881
August 1, 1954.....	12,124	12,902	25,026	181,457	77,396	258,853
August 1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
August 1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
September 1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
October 1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
November 1, 1956.....	31,997	17,154	49,151	108,703	65,017	173,720
December 1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
January 1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
February 1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
March 1, 1957.....	14,218	12,694	26,912	474,661	113,489	588,150
April 1, 1957.....	19,523	14,760	34,283	479,539	111,129	590,668
May 1, 1957.....	28,999	18,200	47,199	378,062	96,250	474,312
June 1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
July 1, 1957 (1).....	21,843	17,643	39,486	180,521	85,981	266,502
August 1, 1957 (1).....	20,834	14,036	34,870	171,765	84,581	256,346

* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
JUNE 28, 1957⁽¹⁾**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				May 31 1957	June 29 1956
Agriculture, Fishing, Trapping	889	1,062	1,961	+ 19	— 1,197
Forestry	3,794	11	3,805	— 995	— 7,014
Mining, Quarrying and Oil Wells	1,155	70	1,225	— 767	— 131
Metal Mining.....	765	28	793	— 78	— 13
Fuels.....	256	23	279	— 539	— 71
Non-Metal Mining.....	70	2	72	— 84	— 20
Quarrying, Clay and Sand Pits.....	6	1	7	— 5	— 18
Prospecting.....	58	16	74	— 61	— 9
Manufacturing	3,619	2,761	6,380	— 3,002	— 4,817
Foods and Beverages.....	352	300	652	— 264	— 455
Tobacco and Tobacco Products.....	2	44	46	+ 22	+ 29
Rubber Products.....	20	30	50	+ 13	— 37
Leather Products.....	68	180	248	— 47	— 79
Textile Products (except clothing).....	127	242	369	— 89	— 52
Clothing (textile and fur).....	157	1,226	1,383	— 2	— 230
Wood Products.....	374	76	450	— 301	— 527
Paper Products.....	181	48	229	— 204	— 195
Printing, Publishing and Allied Industries.....	203	93	296	— 62	— 159
Iron and Steel Products.....	622	116	738	— 419	— 1,071
Transportation Equipment.....	706	86	792	— 386	— 651
Non-Ferrous Metal Products.....	165	64	229	— 297	— 297
Electrical Apparatus and Supplies.....	267	85	352	— 313	— 442
Non-Metallic Mineral Products.....	80	24	104	— 68	— 128
Products of Petroleum and Coal.....	28	17	45	— 129	— 59
Chemical Products.....	186	61	247	— 426	— 299
Miscellaneous Manufacturing Industries.....	81	69	150	— 30	— 165
Construction	4,054	108	4,162	— 1,016	— 1,863
General Contractors.....	3,425	70	3,495	— 973	— 1,116
Special Trade Contractors.....	629	38	667	— 43	— 747
Transportation, Storage and Communication	1,020	306	1,326	— 1,600	— 1,695
Transportation.....	861	160	1,021	— 1,027	— 1,504
Storage.....	46	18	64	— 49	— 39
Communication.....	113	128	241	— 524	— 152
Public Utility Operation	178	39	217	— 292	— 205
Trade	1,948	2,285	4,233	— 1,554	— 2,589
Wholesale.....	627	515	1,142	— 581	— 960
Retail.....	1,321	1,770	3,091	— 973	— 1,629
Finance, Insurance and Real Estate	719	635	1,354	— 461	— 809
Service	4,454	10,434	14,888	— 3,722	— 3,354
Community or Public Service.....	372	1,681	2,053	— 723	— 350
Government Service.....	2,102	558	2,660	— 1,245	— 7
Recreation Service.....	365	127	492	+ 132	— 230
Business Service.....	518	407	925	— 547	— 385
Personal Service.....	1,097	7,661	8,758	— 1,339	— 2,382
GRAND TOTAL	21,830	17,711	39,541	— 13,390	— 23,674

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT JUNE 27, 1957⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	3,242	1,068	4,310	5,903	1,611	7,514
Clerical workers.....	1,411	3,421	4,832	10,729	27,152	37,881
Sales workers.....	1,091	1,124	2,215	4,459	11,246	15,705
Personal and domestic service workers..	1,522	8,373	9,895	18,865	13,341	32,206
Seamen.....	17	.....	17	827	3	830
Agriculture and fishing.....	924	852	1,776	1,554	579	2,133
Skilled and semiskilled workers.....	10,326	2,030	12,356	79,710	16,998	96,708
Food and kindred products (inc. tobacco).....	59	20	79	770	485	1,255
Textiles, clothing, etc.....	136	1,394	1,530	2,871	10,792	13,663
Lumber and lumber products.....	4,027	5	4,032	10,217	138	10,355
Pulp, paper (inc. printing).....	80	18	98	712	338	1,050
Leather and leather products.....	34	92	126	848	887	1,735
Stone, clay and glass products.....	22	.....	22	228	82	310
Metalworking.....	922	18	940	9,640	933	10,573
Electrical.....	158	27	185	1,608	1,031	2,639
Transportation equipment.....	8	1	9	800	45	845
Mining.....	527	.....	527	928	.....	928
Construction.....	1,171	.....	1,171	18,885	1	18,886
Transportation (except seamen).....	1,063	28	1,091	13,545	86	13,631
Communications and public utility..	51	.....	51	389	3	392
Trade and service.....	243	374	617	2,571	1,166	3,737
Other skilled and semiskilled.....	1,480	44	1,524	11,233	752	11,985
Foremen.....	180	8	188	1,852	247	2,099
Apprentices.....	165	1	166	2,613	12	2,625
Unskilled workers.....	3,310	775	4,085	58,474	15,051	73,525
Food and tobacco.....	175	199	374	1,786	3,209	4,995
Lumber and lumber products.....	190	12	202	6,678	265	6,943
Metalworking.....	134	18	152	3,684	487	4,171
Construction.....	1,723	.....	1,723	26,127	4	26,131
Other unskilled workers.....	1,088	546	1,634	20,199	11,086	31,285
GRAND TOTAL.....	21,843	17,643	39,486	180,521	85,981	266,502

(¹) Preliminary—subject to revision.

(²) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JUNE 27, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1) June 27, 1957	Previous Month May 30, 1957	Previous Year June 28, 1956	(1) June 27, 1957	Previous Month May 30, 1957	Previous Year June 28, 1956
Newfoundland	136	219	528	7,867	12,907	5,872
Corner Brook.....	7	12	56	1,922	3,069	1,791
Grand Falls.....	17	21	16	1,169	1,814	533
St. John's.....	112	186	456	4,776	8,024	3,548
Prince Edward Island	349	193	363	1,436	1,653	1,036
Charlottetown.....	323	121	289	903	1,015	630
Summerside.....	26	72	74	533	638	406
Nova Scotia	1,319	1,488	1,548	10,013	12,853	7,851
Amherst.....	20	44	24	442	683	350
Bridgewater.....	14	71	37	461	501	286
Halifax.....	933	1,055	959	2,968	3,117	2,381
Inverness.....	3	3	.....	299	445	208
Kentville.....	47	51	68	1,031	1,701	892
Liverpool.....	19	17	71	227	272	110
New Glasgow.....	145	95	160	959	1,391	775
Springhill.....	14	1	12	453	610	152
Sydney.....	51	75	49	1,820	2,348	1,880
Truro.....	33	36	137	615	781	363
Yarmouth.....	40	40	31	738	1,004	454
New Brunswick	1,217	1,349	2,416	12,023	16,267	8,903
Bathurst.....	7	9	25	1,019	1,664	667
Campbellton.....	43	83	45	1,109	1,933	920
Edmundston.....	81	167	174	664	1,276	450
Fredericton.....	117	146	412	896	1,145	530
Minto.....	233	99	204	376	426	243
Moncton.....	396	473	799	2,521	3,100	1,905
Newcastle.....	11	10	7	1,249	1,684	704
Saint John.....	167	220	343	2,734	2,934	2,419
St. Stephen.....	85	41	140	764	963	637
Sussex.....	57	73	81	192	320	121
Woodstock.....	20	28	186	499	822	307
Quebec	12,188	11,589	19,398	80,770	99,740	62,942
Asbestos.....	28	43	46	335	413	264
Beauharnois.....	38	31	60	514	585	300
Buckingham.....	17	23	9	464	736	380
Causapscal.....	416	91	800	1,306	2,127	1,576
Chandler.....	2	2	10	299	721	308
Chicoutimi.....	939	1,218	796	935	1,179	575
Dolbeau.....	9	55	190	771	1,126	613
Drummondville.....	59	74	38	1,020	1,130	981
Farnham.....	20	35	47	551	604	373
Forestville.....	422	538	1,888	464	984	578
Gaspé.....	8	2	45	395	880	375
Granby.....	64	80	58	939	930	797
Hull.....	70	85	130	1,602	1,825	1,042
Joliette.....	172	153	117	1,325	1,701	1,265
Jonquiére.....	31	36	82	1,438	1,648	746
Lachute.....	30	22	49	317	351	263
La Malbaie.....	8	7	4	498	940	449
La Tuque.....	1,245	827	706	369	390	281
Lévis.....	115	214	215	2,081	2,457	1,325
Louiseville.....	68	62	60	870	630	419
Magog.....	2	3	15	373	475	245
Maniwaki.....	25	57	32	411	846	118
Matane.....	9	6	460	1,026	2,068	580
Mégantic.....	13	27	71	494	724	274
Mont-Laurier.....	104	15	35	550	863	391
Montmagny.....	15	22	39	863	1,500	532
Montreal.....	5,161	4,359	7,292	29,011	30,359	21,489
New Richmond.....	5	7	5	556	963	473
Port Alfred.....	4	52	19	425	574	254
Quebec.....	741	791	1,107	6,843	8,259	5,381
Rimouski.....	108	112	331	1,548	2,589	1,113
Rivière du Loup.....	76	78	60	1,178	2,761	1,365
Roberval.....	83	172	33	592	912	471
Rouyn.....	159	169	471	1,872	2,926	1,664
Ste. Agathe.....	89	36	94	206	419	140
Ste. Anne de Bellevue.....	74	107	194	282	386	299
Ste. Thérèse.....	61	78	127	608	782	541
St. Georges Est.....	235	386	780	1,126	1,949	879
St. Hyacinthe.....	35	44	216	1,061	1,291	1,485
St. Jean.....	105	114	69	774	858	721
St. Jérôme.....	66	51	69	804	842	546
Sept Îles.....	283	167	95	650	1,031	768
Shawinigan Falls.....	41	41	33	2,109	2,775	1,875
Sherbrooke.....	62	175	396	2,874	2,860	1,834
Sorel.....	115	91	86	789	817	902

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JUNE 27, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1) June 27, 1957	Previous Month May 30, 1957	Previous Year June 28, 1956	(1) June 27, 1957	Previous Month May 30, 1957	Previous Year June 28, 1956
Quebec—Con.						
Thetford Mines.....	63	95	58	951	984	923
Trois Rivières.....	269	299	661	2,219	2,277	1,685
Val d'Or.....	110	192	932	1,187	1,891	865
Valleyfield.....	77	77	89	981	1,014	750
Victoriaville.....	29	54	137	935	1,098	653
Ville d'Alma.....	81	124	18	979	1,300	816
Ontario.....	12,936	14,972	20,946	94,834	97,079	58,528
Arnprior.....	25	37	60	164	169	112
Barrie.....	61	104	184	520	592	567
Belleville.....	47	21	44	809	854	604
Bracebridge.....	583	735	439	488	547	124
Brampton.....	50	54	111	395	439	270
Brantford.....	77	78	118	2,109	1,926	1,350
Brockville.....	23	14	43	208	186	124
Carleton Place.....	16	7	6	115	112	83
Chatham.....	37	166	406	1,355	1,331	1,151
Cobourg.....	4	8	16	480	447	316
Collingwood.....	38	42	33	302	238	307
Cornwall.....	282	191	211	1,749	1,872	1,054
Fort Erie.....	48	58	76	276	206	340
Fort Frances.....	25	36	33	170	265	85
Fort William.....	853	598	474	669	679	618
Galt.....	173	204	137	668	729	368
Gananoque.....	10	10	7	131	123	123
Goderich.....	34	73	40	286	288	179
Guelph.....	116	124	200	1,061	956	588
Hamilton.....	668	806	1,361	7,901	7,368	5,376
Hawkesbury.....	24	25	26	313	412	170
Ingersoll.....	51	63	35	355	376	175
Kapuskasing.....	62	61	487	328	587	266
Kenora.....	511	632	110	198	312	157
Kingston.....	124	155	141	1,067	1,069	717
Kirkland Lake.....	306	135	547	467	545	398
Kitchener.....	90	154	112	1,338	1,581	808
Leamington.....	66	51	51	781	877	423
Lindsay.....	24	38	65	362	338	224
Listowel.....	33	26	57	133	174	78
London.....	481	577	867	3,091	3,396	2,396
Midland.....	49	76	60	202	228	156
Napanee.....	12	6	30	213	282	111
Newmarket.....	55	62	.....	478	511	.....
New Toronto.....	112	139	396	1,916	1,828	1,179
Niagara Falls.....	77	86	175	976	905	662
North Bay.....	32	26	30	859	1,029	308
Oakville.....	108	113	420	331	336	229
Orillia.....	18	22	61	377	369	199
Oshawa.....	87	93	206	2,773	2,408	1,686
Ottawa.....	1,672	1,913	1,475	3,306	3,412	2,309
Owen Sound.....	29	46	98	710	752	582
Parry Sound.....	12	13	5	98	197	102
Pembroke.....	265	262	397	934	979	608
Perth.....	52	49	53	211	202	192
Peterborough.....	65	175	170	1,910	1,733	1,119
Pictou.....	29	62	24	117	209	135
Port Arthur.....	464	748	1,026	909	1,471	807
Port Colborne.....	26	22	26	306	350	224
Prescott.....	30	41	27	333	402	285
Renfrew.....	12	20	42	254	248	159
St. Catharines.....	144	157	152	2,528	2,396	1,360
St. Thomas.....	109	120	106	612	699	464
Sarnia.....	136	172	210	1,376	1,546	685
Sault Ste. Marie.....	501	648	607	1,113	1,242	604
Simcoe.....	66	83	140	523	614	224
Sioux Lookout.....	18	22	35	84	107	48
Smiths Falls.....	14	10	15	172	192	150
Stratford.....	37	25	75	473	478	281
Sturgeon Falls.....	4	3	3	407	514	285
Sudbury.....	392	503	627	1,736	1,981	994
Timmins.....	149	93	656	843	1,125	710
Toronto.....	2,709	3,285	5,982	27,315	27,371	14,981
Trenton.....	44	57	93	475	435	416
Walkerton.....	52	45	55	213	256	161
Wallaceburg.....	16	6	16	381	282	219
Welland.....	65	78	63	898	846	717
Weston.....	181	183	493	1,460	1,696	834
Windsor.....	147	209	276	8,027	7,830	4,538
Woodstock.....	24	18	94	696	724	254

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JUNE 27, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(¹) June 27, 1957	Previous Month May 30, 1957	Previous Year June 28, 1956	(¹) June 27, 1957	Previous Month May 30, 1957	Previous Year June 28, 1956
Manitoba	3,369	3,900	4,175	9,854	11,953	9,609
Brandon.....	588	642	541	568	767	523
Dauphin.....	42	68	30	344	512	229
Flin Flon.....	67	95	147	167	163	119
Portage la Prairie.....	70	118	68	397	470	332
The Pas.....	27	19	58	78	107	51
Winnipeg.....	2,580	2,958	3,331	8,300	9,934	8,355
Saskatchewan	1,502	2,659	2,561	5,276	6,656	4,909
Estevan.....	96	142	137	150	127	191
Moose Jaw.....	250	306	325	543	425	557
North Battleford.....	60	55	65	368	473	417
Prince Albert.....	106	143	232	691	882	671
Regina.....	499	1,222	615	1,289	1,366	1,293
Saskatoon.....	245	366	533	1,354	2,238	1,055
Swift Current.....	82	126	366	189	185	161
Weyburn.....	46	85	123	85	70	85
Yorkton.....	118	214	165	607	890	479
Alberta	3,137	5,976	5,225	12,853	13,873	8,231
Blairmore.....	5	13	95	257	414	165
Calgary.....	1,154	2,405	1,492	5,104	3,654	3,031
Drumheller.....	110	18	69	246	339	213
Edmonton.....	1,205	2,518	2,222	5,149	7,065	3,492
Edson.....	29	92	60	232	334	130
Lethbridge.....	320	621	902	833	893	502
Medicine Hat.....	206	195	251	566	494	374
Red Deer.....	108	114	134	466	690	324
British Columbia	3,333	4,859	5,148	31,576	34,014	21,586
Chilliwack.....	332	160	66	595	621	629
Courtenay.....	30	51	77	571	426	294
Cranbrook.....	13	14	17	287	525	220
Dawson Creek.....	59	59	66	327	523	176
Duncan.....	55	40	119	403	242	301
Kamloops.....	35	31	341	419	974	319
Kelowna.....	30	13	21	541	547	541
Kitimat.....	82	225	315	243	506	157
Mission City.....	300	37	124	512	404	472
Nanaimo.....	15	46	119	719	554	421
Nelson.....	26	37	12	371	401	381
New Westminster.....	296	325	296	4,085	3,660	3,112
Penticton.....	31	25	55	316	371	300
Port Alberni.....	38	35	67	587	532	376
Prince George.....	145	195	328	1,220	2,356	860
Prince Rupert.....	90	104	109	511	991	272
Princeton.....	7	21	15	175	188	61
Trail.....	8	2	60	465	521	478
Vancouver.....	1,236	2,704	2,303	15,642	16,117	9,994
Vernon.....	106	63	48	733	926	273
Victoria.....	355	608	505	2,627	2,269	1,777
Whitehorse.....	44	64	85	227	360	172
Canada	39,486	47,204	62,308	266,502	396,995	189,467
Males.....	21,843	28,041	40,016	180,521	226,022	116,849
Females.....	17,643	19,163	22,292	85,981	80,973	72,618

(¹) Preliminary subject to revision.

(²) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1952—1957

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1956 6 months.....	489,569	352,914	136,655	33,564	116,144	130,066	100,751	59,044
1957 6 months.....	427,149	288,827	138,322	27,050	105,474	152,692	90,840	51,093

TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES APRIL 1 TO JUNE 28, 1957
(Source: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies	
	Reg- ular	Trans- fers out	Cas- ual	Noti- fied	Reg- ular	Trans- fers out	Cas- ual	Noti- fied	Reg- ular	Trans- fers out	Cas- ual	Noti- fied	Reg- ular	Trans- fers out	Cas- ual	Noti- fied	Reg- ular	Trans- fers out	Cas- ual	Noti- fied	Reg- ular	Trans- fers out	Cas- ual	Noti- fied
Agriculture	1	1	120	306	28	1	41	29	7	127	231	24	56	238	1,747	563	627	454	5,140	792	251			
Forestry	8	118	49	2	3		426	253	16	37	557	258		20	12,644	5,320	10	1,504	3,144	16	176			
Fishing and Trapping				41	39		13	9		5	6				4	3		2	36	19				
Mining, Quarrying and Oil Wells	227	189					346	307	1	17	104	41	2	4	1,108	733	22	58	1,785	1,049	9	324		
Metal Mining.....	224	187					339	306		15	78	18	2	2	511	267	7	54	1,569	876	5	322		
Fuels.....	1	1								2	7				19	12		1	28	10	1			
Non-Metal Mining.....															462	385	11	3	24	20	1			
Quarrying, Clay and Sand Pits.....	1	1					3		1		2	2			83	67			115	106				
Prospecting.....	1						4	1			7	6			33	2	4		59	37	2	2		
Manufacturing	298	148	9	1	208	154	1,591	1,235	152	23	622	339	87	1	22,923	14,982	633	742	26,671	19,865	2,651	472		
Foods and Beverages.....	26	9	8		125	86	254	176	46	1	134	86	12	1	2,684	1,709	68	12	3,479	2,622	373	52		
Tobacco and Tobacco Products.....							4	4							276	212	2		50	45	2	2		
Rubber Products.....							9	5	1		18	10			384	217	45		293	245	16			
Leather Products.....															1,108	760	85	5	622	475	22	3		
Textile Products (except clothing).....	1	1			1		5	4			3	1			1,700	1,180	25	21	1,226	865	53	12		
Clothing (textile and fur).....	1	1					18	14			69	21	3		4,148	2,805	21	8	1,864	1,371	33	9		
Wood Products.....	193	62	1	47	45	2	81	54	6		81	62	3		2,648	1,465	45	25	2,020	1,566	166	20		
Paper Products.....	67	67					9	4			103	66	18		1,141	884	31	4	1,116	785	105	26		
Printing, Publishing and Allied Industries.....																								
Iron and Steel Products.....	2	1	1	7	4	1	42	30	4		21	12	3		787	413	57	3	1,773	849	738	14		
Transportation Equip-ment.....							410	303	62	15	57	27	11		1,914	1,415	37	17	4,970	3,913	357	111		
Non-Ferrous Metal Pro-ducts.....	1			4	4		593	532	3	7	38	12	17		1,725	1,130	58	20	2,872	2,216	201	131		
Electrical Apparatus and Supplies.....							20	14	6		40	30	2		1,604	766	6	610	1,011	810	45	16		
Non-Metallic Mineral Products.....	4	4					8	3	3		1	1			647	427	6	3	1,724	1,317	113	18		
Products of Petroleum and Coal.....				6	3		97	77	12		27	13	1		648	530	15	3	1,003	762	107	8		
Chemical Products.....	3	3		15	8	5	13	11	1		16	5	8		126	63			243	164	18	24		
Miscellaneous Manufac-turing Industries.....				1	1		13	4	8		14	3	9		1,068	598	102	7	1,545	1,068	225	19		
															855	598	30	4	1,060	792	77	7		

Construction.	565	514	2	29	100	78	12	30	825	537	180	90	1,851	1,459	110	102	12,905	9,432	505	963	22,494	16,432	1,500	1,409
General Contractors.....	538	494	2	20	75	65	3	30	584	415	91	89	1,090	1,303	84	89	9,245	6,562	403	916	17,899	12,848	1,067	1,370
Special Trade Contractors.....	27	20	.....	.....	25	13	9	.....	241	122	89	1	261	156	26	13	3,660	2,870	102	47	4,595	3,584	433	39
Transportation, Storage and Communication	24	8	2	22	37	30	2	2	284	155	71	59	531	282	53	57	6,498	3,672	2,102	139	6,321	4,140	1,287	204
Transportation.....	24	8	2	22	34	30	.....	2	243	131	67	59	483	249	47	57	6,015	3,470	2,087	134	5,341	3,496	1,133	115
Storage.....	.....	.....	.....	.....	.....	.....	33	.....	3	.....	2	.....	33	22	3	.....	90	56	12	.....	383	356	127	43
Communication.....	.....	.....	.....	.....	3	.....	2	.....	48	24	2	.....	15	11	3	.....	393	146	3	.....	5	397	288	127
Public Utility Operation	3	1	.....	.....	.....	.....	.....	.....	32	22	1	.....	7	3	.....	.....	245	149	.....	12	934	597	20	6
Trade.	139	72	15	.....	343	120	188	1	1,584	901	271	10	1,026	501	191	1	9,413	5,521	643	21	16,293	10,315	2,718	44
Wholesale.....	34	15	10	.....	133	25	94	1	606	328	196	10	374	172	118	.....	2,783	1,639	274	6	5,223	2,867	1,460	18
Retail.....	105	57	5	.....	210	95	94	.....	988	663	75	.....	652	329	73	1	6,630	3,882	369	15	11,070	7,448	1,258	26
Finance, Insurance and Real Estate.	12	9	.....	.....	32	19	1	.....	181	92	11	.....	152	86	14	1	1,439	918	29	1	2,456	1,696	72	2
Service.	582	297	52	.....	551	226	167	3	2,829	1,297	918	47	2,728	1,160	765	43	22,441	9,885	5,004	142	36,018	17,510	9,796	157
Community or Public Service.....	26	18	2	.....	51	35	4	.....	209	109	39	8	198	96	47	2	1,378	726	72	7	3,103	1,958	269	12
Government Service.....	406	222	.....	.....	69	58	1	3	782	588	32	35	775	635	28	29	2,599	1,993	56	47	5,714	4,430	604	37
Recreation Service.....	18	3	11	.....	5	4	1	.....	81	28	27	.....	123	15	92	.....	672	402	58	1	2,107	759	702	6
Business Service.....	17	5	.....	.....	17	12	.....	.....	93	68	7	.....	68	38	8	2	1,182	582	81	5	1,745	1,150	148	19
Personal Service.....	125	49	39	.....	408	117	161	.....	1,664	524	813	4	1,564	376	590	10	16,610	6,182	4,737	82	23,349	9,213	8,073	83
Totals	1,859	1,357	80	212	1,620	697	405	37	8,172	4,927	1,628	415	7,945	4,158	1,278	467	91,367	51,178	9,575	4,038	121,302	76,592	18,861	3,045
Men.....	1,860	1,191	71	212	744	385	210	35	5,469	3,546	980	412	5,457	3,185	745	463	64,275	38,451	5,130	3,963	82,147	53,959	13,047	2,904
Women.....	239	166	9	.....	876	312	195	2	2,703	1,381	648	3	2,488	973	533	4	27,092	12,727	4,445	75	39,155	22,633	5,814	141

¹ Current and deferred vacancies reported during the period.

TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES APRIL 1 TO JUNE 28, 1957
(Source: U.I.C. 751)

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Va- can- cies Noti- fied	Placements		Trans- fers out	Va- can- cies Noti- fied	Placements		Trans- fers out	Va- can- cies Noti- fied	Placements		Trans- fers out	Va- can- cies Noti- fied	Placements		Trans- fers out	Va- can- cies Noti- fied	Placements		Trans- fers out
		Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual	
Agriculture.....	534	301	30	1	1,793	1,164	15	272	4,000	2,778	42	248	1,956	1,933	6,715	.....	23,299	9,615	8,285	1,711
Forestry.....	44	91	2	.....	57	22	6	.....	215	201	.....	7	1,547	1,242	14	2	18,674	9,703	64	1,795
Fishing and Trapping.....	.....	.....	.....	.....	3	3	.....	.....	1	1	.....	1	15	15	.....	.....	119	94	.....	8
Mining, Quarrying and Oil Wells.....	405	280	31	140	357	239	7	98	1,151	670	28	68	554	430	5	191	6,047	3,938	105	900
Metal Mining.....	349	248	30	87	18	8	.....	20	170	110	.....	18	310	237	1	191	3,198	1,948	43	709
Fuels.....	2	1	.....	48	283	198	6	74	642	317	26	45	16	14	.....	.....	1,417	876	35	172
Non-Metal Mining.....	.....	.....	.....	.....	1	4	.....	29	19	19	.....	1	178	165	3	.....	695	380	15	4
Quarrying, Clay and Sand Pits.....	7	3	1	.....	4	4	.....	21	19	1	.....	3	13	7	.....	.....	243	209	2	1
Prospecting.....	47	28	1	5	41	29	1	4	289	205	1	3	13	7	1	.....	494	315	10	14
Manufacturing.....	3,707	2,195	544	48	1,277	741	215	87	2,992	1,949	308	83	7,953	5,928	470	411	68,242	47,536	5,103	1,869
Foods and Beverages.....	493	319	81	.....	530	305	118	.....	605	386	106	1	1,270	1,006	130	3	9,620	6,704	968	70
Tobacco and Tobacco Products.....	.....	.....	.....	.....	2	.....	.....	.....	4	4	.....	.....	.....	.....	.....	.....	332	261	.....	2
Rubber Products.....	7	4	.....	.....	11	5	5	.....	.....	.....	.....	.....	64	39	11	.....	1,943	1,333	121	9
Leather Products.....	48	31	.....	.....	.....	.....	.....	.....	13	12	.....	.....	55	37	.....	.....	3,134	2,175	99	33
Textile Products (except clothing).....	92	45	.....	.....	38	23	4	.....	44	33	7	.....	165	114	.....	.....	6,911	4,665	114	18
Clothing (textile and fur).....	740	424	53	.....	74	52	10	.....	436	283	47	2	3,468	2,798	103	57	8,802	6,578	475	105
Wood Products.....	414	201	92	.....	74	52	10	.....	1	98	.....	.....	.....	.....	.....	.....	3,005	2,264	208	43
Paper Products.....	112	71	27	5	20	8	.....	.....	1	60	40	3	377	329	24	7	.....	.....	.....	.....
Printing, Publishing and Allied Industries.....	205	111	31	.....	87	39	14	.....	156	85	25	2	218	144	35	.....	3,325	1,688	908	22
Iron and Steel Products.....	594	399	100	.....	121	80	16	.....	439	301	52	5	636	455	56	12	9,142	6,894	691	178
Transportation Equipment.....	366	228	8	.....	180	102	17	.....	431	277	22	7	566	384	35	.....	7,776	4,885	361	192
Non-Ferrous Metal Products.....	55	42	1	.....	.....	.....	.....	.....	18	50	25	3	621	353	.....	312	3,404	2,041	63	995
Electrical Apparatus and Supplies.....	111	63	22	7	21	6	10	.....	2	27	23	.....	57	35	4	.....	2,596	1,875	158	31
Non-Metallic Mineral Products.....	111	48	54	.....	47	36	4	.....	1	261	203	10	.....	99	57	.....	2,303	1,733	224	19
Products of Petroleum and Coal.....	50	24	6	4	53	26	3	.....	37	61	33	.....	5	79	48	15	627	358	42	70
Chemical Products.....	196	113	41	4	71	40	14	.....	245	120	27	26	179	96	32	3	3,351	2,062	455	64
Miscellaneous Manufacturing Industries.....	113	72	13	4	12	10	.....	.....	55	30	6	.....	45	30	3	.....	2,168	1,540	146	17
Construction.....	3,479	2,206	87	337	3,515	2,044	210	28	3,926	2,898	322	25	5,152	3,828	382	257	54,912	39,338	3,310	3,261
General Contractors.....	2,882	1,718	56	327	2,847	1,629	122	15	2,731	1,922	190	15	4,203	3,353	280	191	42,784	30,309	2,298	3,062
Special Trade Contractors.....	597	488	31	10	668	415	88	13	1,195	886	132	10	859	475	102	66	12,128	9,029	1,012	199
Transportation, Storage and Communication.....	1,430	1,052	150	74	1,028	670	130	56	1,597	1,007	194	51	1,512	1,089	183	7	19,272	12,105	4,174	671
Transportation.....	1,165	924	61	70	880	579	82	44	1,295	867	101	13	1,181	853	147	6	16,614	10,607	3,727	522
Storage.....	197	73	77	1	113	52	39	.....	177	59	90	.....	160	94	34	1	1,356	712	354	45
Communication.....	68	55	12	3	85	39	9	12	125	81	3	38	108	142	2	.....	1,302	786	63	104

Public Utility Operation.....	102	94	3	2	107	72	1	21	518	492	13	28	267	238	9	2	2,215	1,668	47	71
Trade.....	3,184	1,359	1,016	10	2,743	1,448	656	12	4,874	2,532	1,344	2	4,310	2,512	618	34	43,919	25,371	7,660	135
Wholesale.....	1,651	623	652	5	965	481	294	3	2,174	1,038	802	.....	1,548	877	312	11	15,491	8,065	4,212	54
Retail.....	1,533	736	364	5	1,778	967	362	9	2,700	1,494	542	2	2,762	1,635	306	23	28,428	17,306	3,448	81
Finance, Insurance and Real Estate	436	241	23	2	403	257	35	.....	811	472	31	.....	798	497	28	2	6,720	4,287	244	8
Service.....	5,997	2,104	2,310	137	5,063	2,163	1,273	452	10,316	4,572	2,572	154	10,987	5,841	2,141	39	97,512	45,055	24,998	1,174
Community or Public Service.....	543	227	86	18	850	359	101	68	1,290	632	59	36	888	548	71	1	8,536	4,708	750	152
Government Service.....	922	843	21	66	867	638	37	342	2,197	1,987	20	89	2,562	1,942	104	25	16,893	13,316	903	673
Recreation Service.....	414	66	183	1	147	45	67	.....	150	65	47	.....	227	95	63	.....	3,944	1,482	1,251	8
Business Service.....	260	134	23	8	285	183	18	25	533	351	46	12	746	460	116	3	4,936	2,983	1,447	74
Personal Service.....	3,858	834	1,997	44	2,914	938	1,050	17	6,146	1,537	2,400	17	6,564	2,796	1,787	10	63,203	22,566	21,647	267
Totals.....	19,318	9,923	4,196	751	16,346	8,823	2,548	1,026	30,401	17,482	4,854	667	42,601	23,573	10,565	945	340,331	198,710	53,990	11,603
Men.....	12,407	7,173	2,066	718	11,171	6,399	1,646	839	18,938	12,161	2,894	534	24,392	15,887	4,394	929	226,560	142,337	31,183	10,989
Women.....	6,911	2,750	2,130	33	5,175	2,424	902	187	11,463	5,321	1,960	133	18,209	7,686	6,171	36	114,371	56,373	22,807	614

¹ Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JUNE 1957

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid†(Disability Days in Brackets)	Amount of Benefit Paid \$
Newfoundland.....	7.2	1,236	28,878 (509)	647,250
Prince Edward Island.....	.8	161	3,167 (264)	57,004
Nova Scotia.....	8.6	2,654	34,240 (2,656)	641,831
New Brunswick.....	9.7	2,641	38,905 (2,138)	796,623
Quebec.....	58.8	19,436	235,195 (28,136)	4,834,548
Ontario.....	58.7	27,352	234,772 (24,612)	4,710,146
Manitoba.....	6.5	1,807	26,019 (3,636)	494,654
Saskatchewan.....	2.9	633	11,753 (1,934)	231,843
Alberta.....	6.8	2,286	27,295 (2,599)	552,782
British Columbia.....	17.3	6,340	68,943 (7,529)	1,359,355
Total, Canada, June 1957.....	177.3	64,546	709,167 (73,923)	14,356,036
Total, Canada, May 1957.....	313.3	100,871	1,253,217 (103,054)	26,269,582
Total, Canada, June 1956.....	128.1	43,403	538,014 (68,422)	9,930,856

* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, JUNE 28, 1957

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the register (weeks)									June 29, 1956 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	Over 20	
Canada.....	204,516	41,848	14,831	21,119	31,708	25,767	20,601	14,716	33,926	136,032
Male.....	140,265	29,505	10,087	14,326	21,175	18,382	14,735	9,992	22,063	82,287
Female.....	64,251	12,343	4,744	6,793	10,533	7,385	5,866	4,724	11,863	53,745
Newfoundland.....	6,547	723	319	379	835	1,117	918	656	1,600	4,711
Male.....	6,047	666	270	320	782	1,051	870	609	1,479	4,370
Female.....	500	57	49	59	53	66	48	47	121	341
Prince Edward Island.....	817	110	38	76	164	95	76	60	198	603
Male.....	600	83	28	54	122	74	54	43	142	407
Female.....	217	27	10	22	42	21	22	17	56	196
Nova Scotia.....	10,037	1,520	600	858	2,134	1,359	926	671	1,969	6,948
Male.....	8,217	1,217	477	720	1,828	1,154	723	510	1,588	5,402
Female.....	1,820	303	123	138	306	205	203	161	381	1,546
New Brunswick.....	10,083	1,422	558	881	2,064	1,750	1,116	758	1,534	7,240
Male.....	8,286	1,131	443	721	1,780	1,557	960	617	1,077	5,548
Female.....	1,797	291	115	160	284	193	156	141	457	1,692
Quebec.....	67,801	13,292	5,322	7,091	10,772	8,987	8,064	4,912	9,361	50,816
Male.....	46,609	9,116	3,554	4,647	6,883	6,432	6,282	3,666	6,029	31,628
Female.....	21,192	4,176	1,768	2,444	3,889	2,555	1,782	1,246	3,332	19,188
Ontario.....	70,532	15,490	5,284	8,163	10,606	7,859	6,245	4,893	11,992	40,680
Male.....	44,083	10,412	3,347	5,392	6,421	4,851	3,661	2,854	7,145	20,942
Female.....	26,449	5,078	1,937	2,771	4,185	3,008	2,584	2,039	4,847	19,738
Manitoba.....	7,106	1,282	459	639	1,060	776	634	602	1,654	5,414
Male.....	4,112	746	295	374	570	466	385	302	984	2,674
Female.....	2,994	536	164	275	490	310	249	300	670	2,740
Saskatchewan.....	2,916	428	210	244	375	406	260	220	773	2,676
Male.....	1,716	246	117	126	221	289	161	122	434	1,421
Female.....	1,200	182	93	118	154	117	99	98	339	1,255
Alberta.....	8,044	1,825	594	681	1,132	1,185	740	577	1,310	5,037
Male.....	6,286	1,508	467	532	836	975	578	447	943	3,333
Female.....	1,758	317	127	149	296	210	162	130	367	1,704
British Columbia.....	20,633	5,756	1,447	2,107	2,566	2,233	1,622	1,367	3,535	11,907
Male.....	14,309	4,380	1,089	1,450	1,732	1,533	1,061	822	2,242	6,562
Female.....	6,324	1,376	358	657	834	700	561	545	1,293	5,345

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
JUNE 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,346	1,008	338	1,462	804	658	569
Prince Edward Island.....	246	163	83	233	165	68	86
Nova Scotia.....	3,213	1,943	1,270	3,641	2,833	808	892
New Brunswick.....	2,759	1,722	1,037	3,042	2,287	755	790
Quebec.....	25,782	15,413	10,369	26,652	20,102	6,550	8,249
Ontario.....	36,215	20,183	16,032	37,833	29,979	7,854	8,422
Manitoba.....	2,565	1,664	901	2,576	1,933	643	407
Saskatchewan.....	974	656	318	972	677	295	201
Alberta.....	3,362	1,794	1,568	3,361	2,625	736	893
British Columbia.....	9,957	5,222	4,735	9,369	6,822	2,547	3,016
Total, Canada, June 1957.....	86,419	49,768	36,651	89,141	68,227	20,914	23,525
Total, Canada, May 1957.....	104,326	65,250	39,076	120,357	84,988	35,369	26,247
Total, Canada, June 1956.....	55,212	36,082	19,130	59,052	42,453	16,599	13,420

* In addition, revised claims received numbered 22,193.

† In addition, 22,366 revised claims were disposed of. Of these, 1,671 were special requests not granted and 953 were appeals by claimants. There were 3,347 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT (REVISED)**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1956—May.....	3,600,000	3,307,900	292,100
June.....	3,726,330	3,458,260	268,070
July.....	3,744,000	3,608,000	136,000
August.....	3,785,000	3,646,500	138,500
September.....	3,788,000	3,655,700	132,300
October.....	3,785,000	3,656,600	128,400
November.....	3,808,000	3,668,600	139,400
December.....	3,875,000	3,659,600	215,400†
1957—January.....	3,929,000	3,530,800	398,200†
February.....	3,982,000	3,436,000	546,000†
March.....	3,987,000	3,414,600	572,400†
April.....	3,963,000	3,404,200	558,800†
May.....	3,808,000	3,434,400	373,600

* Claimants having an unemployment register in the live file last working day of preceding month.

† Includes seasonal benefit claimants.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—July.....	118.5	114.4	132.7	108.6	116.7	121.1
August.....	119.1	115.9	133.0	108.4	116.8	121.3
September.....	119.0	115.5	133.1	108.4	117.1	121.4
October.....	119.8	117.4	133.3	108.5	117.7	121.6
November.....	120.3	117.9	133.4	108.4	118.1	122.8
December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8
March.....	120.5	116.4	134.0	108.2	119.5	124.2
April.....	120.9	116.7	134.0	108.5	119.4	125.1
May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5
July.....	121.9	118.2	135.1	108.4	119.6	126.5

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JULY 1957

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	July 1956	June 1957	July 1957					
St. Johns, Nfld. (1).....	108.1	109.5	109.6	108.1	110.5	101.8	108.9	116.0
Halifax.....	116.0	119.1	119.3	110.9	128.9	113.2	125.8	124.6
Saint John.....	118.7	122.0	122.4	115.1	132.8	117.8	121.7	130.3
Montreal.....	119.1	121.5	122.0	121.3	140.3	104.9	116.6	125.7
Ottawa.....	119.4	123.2	123.4	117.1	142.4	111.7	118.8	129.9
Toronto.....	121.5	125.2	125.5	118.3	150.5	111.8	119.6	129.9
Winnipeg.....	117.6	119.6	120.0	116.2	128.9	112.6	117.1	125.4
Saskatoon—Regina.....	115.6	118.8	119.3	116.6	118.9	118.5	121.6	121.0
Edmonton—Calgary.....	115.7	118.4	119.1	115.8	121.3	115.9	119.9	123.9
Vancouver.....	119.3	121.5	121.7	116.8	131.5	113.4	127.2	124.4

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS JANUARY-JULY 1956, 1957 †

Date	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Days	Per Cent of Estimated Working Time
1957*						
January.....	24†	24	7,477†	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,156	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.16
June.....	22	43	7,519	18,520	221,850	0.24
July.....	12	34	2,481	16,298	237,740	0.26
Cumulative Totals.....	152		50,068		829,350	0.13
1956						
January.....	14†	14	17,341†	17,341†	338,355	0.36
February.....	12	23	3,884	20,150	234,945	0.25
March.....	12	23	2,308	3,172	16,955	0.02
April.....	15	22	2,535	2,877	10,350	0.01
May.....	30	35	16,470	17,911	136,520	0.14
June.....	25	39	9,621	16,866	73,160	0.08
July.....	32	42	8,260	9,244	58,750	0.06
Cumulative totals.....	140		60,419		874,035	0.13

* Preliminary figures.

† Strikes unconcluded at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS JULY 1957 INVOLVING 100 OR MORE WORKERS

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began (1)	Date Ended	Approximate Time Lost Man-Days		Major Issue (s)	Major Term(s) of Settlement
					July	To Date		
In Progress Prior to July 1957								
Fishing— Fisheries Association Various Ports B.C. Coast.	United Fishermen and Allied Workers Union, No. 37.	5,500	June 24	July 9	44,000	77,000	Fish prices.	Increase in salmon prices accepted.
MINING— Other— Gaspé Copper Mines, Murdochville, Que.	United Steel Workers of Am- erica, No. 4881, AFL-CIO/ CLC.	400	Mar. 10	.....	10,400	79,850	Recognition of union as bargain- ing agent.	.....
MANUFACTURING— Wood— *Boundary Sawmills Ltd., Midway, B.C.	International Woodworkers of America, No. 1-423, AFL- CIO/CLC.	140	June 18	June 28	.....	1,120	Wages.	Increases granted.
Non-Ferrous Metals— Aluminum Company of Canada Limited, Arvida, Que.	National Syndicate of Alumi- num Employees of Arvida, CCCC.	5,999(2)	May 17	.....	131,975	317,945	Wages, working conditions and a master contract covering companies activities in Quebec.	.....
Electrical Apparatus and Supplies— Reliance Electric and Engi- neering (Canada) Ltd., Welland, Ont.	United Electrical, Radio and Machine Workers, No. 523, IND.	153	May 28	July 26	2,905	6,300	Seniority rights.	Return of workers.
Chemical Products— Lever Brothers Ltd., Toronto, Ont.	International Chemical Wor- kers' Union, No. 32, AFL- CIO/CLC.	555	May 13	.....	12,210	31,800	Wages, conciliation procedures completed.	.....
CONSTRUCTION— Canadian Dredge & Dock, Company Limited, Port Colborne, Ont.	Seafarers International Union of North America, AFL- CIO/CLC.	153	June 21	July 10	1,225	2,265	Union recognition.	Return of workers.
TRANSPORTATION— Water— Canadian National Steam- ships, Montreal, Que.	Seafarers International Union of North America, AFL- CIO/CLC.	112(3)	June 22	.....	1,515	1,710	Wages and other benefits.	.....

TRADE— C. H. Smith Co. Ltd., Windsor, Ont.	Retail Wholesale and Department Store Union, No. 1062, AFL-CIO/CLC.	160	Apr. 4	July 4	480	11,200	Wages, conciliation procedures completed.	Increased wages and shared cost of medical plan.
SERVICE— City of Cornwall, Cornwall, Ont.	National Union of Public Employees, No. 234, CLC.	115	June 28	July 8	745	915	Wages, hours, holidays and fringe benefits.	10% retroactive increase and union check-off.
Commencing in July 1957								
MANUFACTURING— <i>Iron and Steel</i> — Canadian Laundry Machinery Co. Ltd., Toronto, Ont.	International Association of Machinists No. 438, AFL-CIO/CLC.	119	July 9	.....	2,020	2,020	Wage increase as recommended by majority report of conciliation board.	.....
John Inglis Co. Ltd., Toronto, Ont.	United Steel Workers of America, No. 2900, AFL-CIO/CLC.	977	July 3	July 8	3,805	3,805	Interpretation of seniority clause in existing agreement.	Return of workers, pending grievance procedure.
<i>Electrical Apparatus and Supplies</i> — Canadian Westinghouse Co. Ltd., Hamilton, Ont.	United Electrical, Radio and Machine Workers of America, No. 504.	250	July 8	July 10	250	250	Interpretation of seniority clause.	Return of workers.
<i>Chemicals</i> — Merck & Co. Ltd., Valleyfield, Que.	International Chemical Workers Union, No. 310, AFL-CIO/CLC.	318	July 23	July 26	955	955	Wages	Cost of living clause in new two year contract abandoned, wages increased and progressive reduction in hours.
CONSTRUCTION— Various Construction Companies, Fredericton, Camp Gagetown, N.B.	United Brotherhood of Carpenters and Joiners of America, No. 1893, AFL-CIO/CLC.	900	July 2	July 29	18,000	18,000	Wages, hours and overtime.	Increased wages, 40 hour week and improved overtime payment.

(1) In this table the date began is that on which time loss first occurred, and the date of conclusion is the last day on which time was lost to an appreciable extent.

(2) 1,809 indirectly affected; (3) 9 indirectly affected.

* Information received to late for inclusion in June report.

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